



## REQUEST FOR COUNCIL ACTION

### City of Greenville, South Carolina

Agenda Item No.

15a

**TO:** Honorable Mayor and Members of City Council  
**FROM:** Nancy P. Whitworth, Interim City Manager

Ordinance/First Reading    Ordinance/Second & Final Reading    Resolution/First & Final Reading    Information Only

**AGENDA DATE REQUESTED:** August 12, 2019

**ORDINANCE/RESOLUTION CAPTION:**

TO APPROPRIATE \$315,000 FROM THE GENERAL FUND FUND BALANCE TO PROVIDE REVENUES NECESSARY TO ENHANCE THE SWORN PAY PLAN OF THE GREENVILLE POLICE DEPARTMENT TO ENSURE GREATER PARITY AND EQUITY AMONG COMPETING ORGANIZATIONS, TO ENSURE THE CITY OF GREENVILLE REMAINS AN EMPLOYER OF FIRST CHOICE FOR RECRUITING PURPOSES, AND TO ENSURE THE RETENTION OF A HIGHLY QUALIFIED AND EXPERIENCED POLICE WORKFORCE

**SUMMARY BACKGROUND:**

The Greenville Police Department will use these funds in the following manner:

The funding will supplement the personnel budget of the Greenville Police Department to adjust sworn police officer compensation within its pay plan structure, to maintain organizational competitiveness.

Three years ago, the city of Greenville created and substantially invested in a pay plan for the Police Department, to assure that it could competitively attract, retain and promote a highly qualified and experienced police workforce. The plan has not been adjusted since its inception.

The current annual compensation study conducted by the City's Human Resources Department, completed in early 2019, revealed that the Police Department was less competitive among regional police and sheriff agencies. The City wishes to continue to be an employer of first choice for police candidates, as well as reduce the risk of elevated attrition rates associated with less competitive compensation programs. City Council previously appropriated \$243,000 in compensation adjustments for sworn officers out of a total of \$400,000 city-wide for compensation adjustments in the FY 2019-20 operating budget, effective January 1, 2020. This additional amount will bring the total mid-year compensation adjustment for sworn police personnel to approximately \$558,000.

City Council desires a highly qualified, professional, experienced and motivated police workforce, and City Council also recognizes the value and importance of its public safety personnel to the overall quality of life within the city of Greenville.

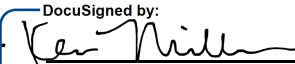
**IMPACT IF DENIED:**

The Police Department's compensation will be less competitive; the City may experience difficulty recruiting new police officers and will risk greater attrition of experienced officers, with corresponding risks to capacity, capability and service quality.

**FINANCIAL IMPACT**

The appropriation of \$315,000 represents funding for one half of the current fiscal year, from January through June of 2020. In future fiscal years, the financial impact is an additional \$630,000.

**REQUIRED SIGNATURES**

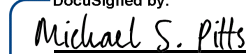
**Department Director** 

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**OMB Director** 

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**City Attorney** 

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**City Manager** 

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A N O R D I N A N C E

TO APPROPRIATE \$315,000 FROM THE GENERAL FUND FUND BALANCE TO PROVIDE REVENUES NECESSARY TO ENHANCE THE SWORN PAY PLAN OF THE GREENVILLE POLICE DEPARTMENT TO ENSURE GREATER PARITY AND EQUITY AMONG COMPETING ORGANIZATIONS, TO ENSURE THE CITY REMAINS AN EMPLOYER OF FIRST CHOICE FOR RECRUITING PURPOSES, AND TO ENSURE THE RETENTION OF A HIGHLY QUALIFIED AND EXPERIENCED POLICE WORKFORCE

WHEREAS, the city of Greenville has previously created and substantially invested in a police pay plan designed to best serve its interests of recruiting, retaining and advancing sworn police officers; and

WHEREAS, the City has a vested interest in maintaining a highly qualified and experienced police workforce; and

WHEREAS, three fiscal years have expired without an adjustment to the Police pay structure; and

WHEREAS, the City’s Human Resources Department has conducted an annual comprehensive market analysis among regional police and sheriff agencies, the results of which demonstrated that the Greenville Police Department was less competitive; and

WHEREAS, the City also wishes to insulate itself from a potentially escalating attrition rate of experienced officers departing for competing police and sheriff agencies; and

WHEREAS, City Council recognizes the value and importance of its public safety personnel to the overall quality of life within the City; and

WHEREAS, City Council previously approved \$243,000 for compensation adjustments for sworn officers as part of the annual operating budget effective January 1, 2020. The additional amount of \$315,000, effective January 1, 2020, will result in total compensation adjustments of \$558,000 for sworn police officers in the FY 2019-20 budget year;

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF GREENVILLE, SOUTH CAROLINA, the amount of \$315,000 is appropriated from the General Fund Fund balance to enhance the pay plan for sworn police officers effective January 1, 2020, as reflected in the attached Exhibit. This Ordinance shall become effective upon passage on the second and final reading.

DONE, RATIFIED AND PASSED THIS THE \_\_\_\_ DAY OF \_\_\_\_\_, 2019.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

APPROVED AS TO FORM:

\_\_\_\_\_  
CITY ATTORNEY

REVIEWED:

\_\_\_\_\_  
CITY MANAGER

