



## **MEMORANDUM**

**To:** Mayor and City Council  
**From:** Mike Carlson, Deputy Chief of Police  
**Date:** July 11, 2022  
**Subject: Authorize Specialized Unit Pay for the Police Department**

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### **ACTION**

Authorize the City Manager to immediately implement Specialized Unit pay of \$4,000 for officers assigned to a specialized unit. The funds would be paid out to officers using a special code on their timecard.

### **BACKGROUND/SUMMARY**

We currently assign patrol officers to various specialized assignments including Detectives, Community Outreach, the Crime Response Team, K-9 and as a Task Force officer assigned to the High Intensity Drug Trafficking Area group. We have 15 officers working in a specialized assignment. The officers working in these specialized assignments receive no additional compensation.

In order to compensate staff who are assigned to these demanding positions, which require a heavy workload, frequent schedule changes, and in some cases responding to work when off-duty, the department is requesting that the officers assigned to one of these specialized units receive \$4,000 a year in additional compensation. Officers would be eligible to receive the pay when they are assigned to the unit and would not receive the additional pay if they are transferred back to uniform patrol. The \$4,000 pay would be divided up and paid out in increments on each check.

The additional pay would also make the specialized assignments more attractive to officers and should create more of a demand for these positions.

The specialized unit pay could also be used as an additional benefit for officers in our recruitment efforts.



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The specialized unit pay was recently discussed with the City Council Public Safety committee members and they were supportive adding specialized unit pay.

## **RECOMMENDATION**

Staff recommends the City Council authorize the City Manager to implement the Specialized Unit pay. The cost for the remainder of 2022 is approximately \$30,000. This program can be funded using personnel savings in the current 2022 budget. The cost to implement this program for a full year is \$60,000.