

CITY OF SIMPSONVILLE, SOUTH CAROLINA

RESOLUTION

A RESOLUTION TO FUND PHASE 1A OF THE COMPENSATION STUDY BY INCREASING PAY FOR ALL PUBLIC SAFETY (POLICE AND FIRE) THAT ARE PATROL AND FIREFIGHTER POSITIONS (EXCLUDING COMMAND STAFF) TO THE NEW MINIMUM SALARIES FOR THEIR CORRESPONDING GRADES

WHEREAS, a primary function of municipal government is the provision of public safety services; and,

WHEREAS, in recent years the wages paid to public safety employees has not kept up with current trends and the competition to employ competent, trained and skilled public safety personnel has substantially increased; and,

WHEREAS, the City, as a part of its FY 2019-2020 Annual Budget, commissioned a salary compensation study to be made; and,

WHEREAS, the compensation study has been completed and it indicates that changes should be made to the wages paid to city employees at a cost estimated to be \$1,742,000.00; and

WHEREAS, the City Council, recognizing budgetary constraints wishes to place into effect a phased approach to the implementation of the compensation study beginning with certain public safety employees at a cost of \$322,500.00;

NOW, THEREFORE BE IT RESOLVED, by the City Council of the City of Simpsonville as follows:

That the City Administrator of the City of Simpsonville is hereby authorized to implement Phase 1a of the compensation study recommendations by increasing the following positions to minimum of the new pay grades:

| | |
|--------------------------|----------|
| <u>Police Department</u> | |
| Patrol Officer | \$38,862 |

| | |
|---------------------|----------|
| Corporal Patrol | \$40,422 |
| Sergeant Patrol | \$45,102 |
| Investigator | \$41,982 |
| School Resource Ofc | \$38,862 |
| Dispatch | \$31,062 |
| Dispatch Supervisor | \$41,982 |

Fire Department

| | |
|-------------|----------|
| Firefighter | \$35,742 |
| Engineer | \$38,862 |
| Lieutenant | \$41,982 |

IT IS FURTHER RESOLVED that the City Administrator is authorized to secure the needed funds in the amount of \$322,500.00 by (a) making line item changes to the FY2019-2020 to fund 1/3 of the cost to complete Phase 1a; and (b) appropriating the remaining funding needed from the \$2,000,000 surplus realized from the FY 2018-2019 budget year.

DONE in Regular Meeting duly assembled this 13th day of August 2019.

SIGNATURE OF MAYOR:

Janice Curtis

ATTEST:

APPROVED AS TO FORM:

Phyllis Long
City Clerk

David W. Holmes
City Attorney