

**FACT SHEET****CITY OF SHREVEPORT, LOUISIANA****TITLE**

A resolution amending the pay schedule for the Municipal Police Civil Service Personnel, and to otherwise provide with respect thereto.

**DATE**

August 11, 2020

**ORIGINATING DEPARTMENT**

NA

**COUNCIL DISTRICT**

City-wide

**SPONSOR**

Councilwoman LeVette Fuller

**PURPOSE**

The purpose of this resolution is to revise the current pay schedules for the police civil service personnel based on a comparative proposal of Bossier City Police Department and Louisiana State Police vs. Shreveport Police Department pay at one year of service.

**BACKGROUND INFORMATION**

The purpose of this alternative funding method is to grant salary increases to police civil service personnel. Shreveport Police Department personnel have left, or have considered leaving, this department over recent years. Comparative studies from local and regional agencies are a great example of the incentive those personnel are using in their decision making.

**TIMETABLE**

Introduction: August 11, 2020  
Final Passage: August 25, 2020

**ATTACHMENT(S)**

Exhibit 1: SPD 2021 Pay Schedule  
Exhibit 2: SPD Current vs. Proposed Pay Schedule  
Exhibit 3: SPD, BCPD & State Police Comparison

**SPECIAL PROCEDURAL REQUIREMENTS**

None

**FINANCES**

\$3,483,000

**SOURCE OF FUNDS**

2021 recurring longevity funding plus forty-nine (49) police officer vacant funded positions

**ALTERNATIVES**

(1) Adopt the resolution as submitted, or (2) Amend the resolution, or (3) Reject the resolution.

**RECOMMENDATION**

Councilwoman LeVette Fuller recommends adoption of this Resolution.

**FACT SHEET PREPARED BY:**

Michael Carter  
SPOA

RESOLUTION NO. \_\_\_\_\_ OF 2020

**A RESOLUTION AMENDING THE PAY SCHEDULE FOR THE MUNICIPAL POLICE CIVIL SERVICE PERSONNEL, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.**

**BY COUNCILMEMBER: LEVETTE FULLER**

**WHEREAS**, it is the recommendation of the City Council that the current pay schedule for the Municipal Police Civil Service personnel be adjusted to aid in retention and recruitment within the Shreveport Police Department; and

**WHEREAS**, the new pay schedule makes the Shreveport Police Department competitive with the Bossier City Police Department and Louisiana State Police.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Shreveport, in due, legal and regular session convened, that the SPD 2021 Pay Schedule attached hereto as Exhibit A be and is hereby approved, effective January 1, 2021.

**BE IT FURTHER RESOLVED** that the Police Chief is hereby encouraged to adopt a lateral transfer policy to enhance recruitment; and

**BE IT FURTHER RESOLVED** that if any provision or item of this resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or application of this resolution which can be given effect without the invalid provisions, items or application and, to this end, the provisions of this resolution are hereby declared servable; and

**BE IT FURTHER RESOLVED** that all resolutions or parts thereof in conflict herewith are hereby repealed.

**APPROVED AS TO LEGAL FORM:**

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City Attorney's Office