

Prepared by: Police Department
Requested by: Police Department
Meeting Date: October 24, 2005
Adopted: October 24, 2005

Vote: Cox, Ewing, Menard, Metiva, O'Neil and Straub in favor

**CITY OF WASILLA
RESOLUTION SERIAL NO. 05-39**

A RESOLUTION OF THE WASILLA CITY COUNCIL AUTHORIZING INCENTIVE PAY PROGRAMS FOR CITY POLICE OFFICERS UNDER WMC 3.55.115.

WHEREAS, WMC 3.55.115 authorizes the city council to approve special incentive pay programs for eligible employees of certain departments in accordance with policies developed by the mayor; and

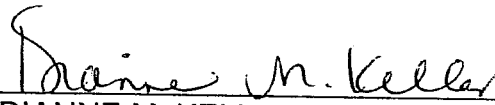
WHEREAS, the; mayor has developed policies under WMC 3.55.115 that provide for special incentive pay programs for City police officers consisting of an Education Incentive, an Advanced Certification Incentive and a Fitness Incentive; and

WHEREAS, it is in the best interest of the City to recognize and encourage attainments of City police officers related to postsecondary education, advanced certification and physical fitness, and the incentive pay programs approved by this resolution will serve these purposes.

NOW, THEREFORE, BE IT RESOLVED by the Wasilla City Council that the Education Incentive, the Advanced Certification Incentive and the Fitness Incentive attached to this resolution are hereby approved as incentive pay programs under WMC 3.55.115, subject to the availability of funds appropriated therefor.

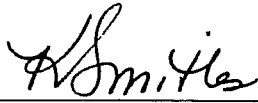
This resolution shall take effect upon adoption by the Wasilla City Council.

ADOPTED by the Wasilla City Council on October 24, 2005.



DIANNE M. KELLER, Mayor

ATTEST:



KRISTIE SMITHERS, MMC
City Clerk

[SEAL]



**CITY OF WASILLA
LEGISLATION STAFF REPORT**

**RE: RESOLUTION 05-39. A RESOLUTION OF THE WASILLA CITY COUNCIL
AUTHORIZING INCENTIVE PAY PROGRAMS FOR City POLICE OFFICERS UNDER
WMC 3.55.115.**

Agenda of: October 24, 2005
Originator: Police Department

Date: October 12, 2005

Route to:	Department	Signature/Date
X	Police	<i>[Signature]</i> 10/14/05
	Recreational and Cultural Services Library, Museum	
	Public Works Planning	
X	Finance *signature required	<i>[Signature]</i>
X	Clerk	<i>[Signature]</i>

REVIEWED BY MAYOR DIANNE M. KELLER: *Dianne M. Keller*

FISCAL IMPACT: yes \$33,750 or no Funds Available yes no
Account name/number: 001-4230-420.10-10
Attachments: Resolution 05-39 and Program policies and procedures.

SUMMARY STATEMENT:

In the FY 06 budget, the Council included monies in the Police Department budget to implement incentive programs to encourage post secondary education, advanced professional certification and fitness. The policies that are needed to implement the programs are attached.

The incentive programs' goal is to increase employee motivation and retention and to recognize employee accomplishments that mutually benefit the department, the community and the individual officer. These incentives programs are in line with the City's philosophy of rewarding employees for performance and contribution to the citizens of Wasilla.

The education incentive program will recognize the attainment by a commission officer of an Associate or Bachelor degree. A commissioned police officer that attains an Associate degree will receive an additional 2.5% over base pay and a commissioned officer that attains a Bachelor degree will receive additional 5.0% over base pay. The

maximum education incentive awarded will not exceed 5.0%. Education incentives will not be pyramided. The purpose of the education incentive is to encourage commissioned officers to improve their status and value to the City of Wasilla through a post-secondary degree program. It is widely held that commissioned police officers who have obtained post-secondary education have demonstrated increased value to their employers by exhibiting traits that correlate to desirable employment values such as motivation, basic intelligence, goal orientation and the ability to quickly grasp new skills, knowledge and abilities.

The advanced certification incentive plan will recognize the attainment by a commission officer of an Advanced Police Certification from the Alaska Police Standards Council (APSC). A commissioned police officer that attains an Advanced Police Certification will receive \$100.00 a month over their regular base pay. The purpose of the "Alaska Police Standards Council (APSC) - Advanced Certification" incentive is to recognize in-service training accomplishments (and/or education) and experience in Alaska as a certified police officer. The APSC certification program is recognized in State statute and defined in State regulations (13 AAC chapter 85). Advanced certification can be obtained by a police officer having the "Basic" certificate and then a combination of in-service training points and/or education points. It is the goal of the City to provide incentives for police officers to become the best employees and provide the best level of services that they can for the citizens of Wasilla through training and experience.

The fitness incentive plan will recognize officers that attain an acceptable level of fitness. In the first year, the City of Wasilla will pay all officers an incentive of \$750 to invest in a fitness program. In all years after the first year, officers who pass a fitness test based on attached standards will continue to receive the \$750.00 incentive pay. The purpose of the fitness incentive is to strongly encourage WPD commissioned officers to commit to a long-term general fitness program. On-the-job injuries cost the City of Wasilla substantial expenses in increased Worker Compensation Rates and salary cost for covering injured employees. It is expected and anticipated the residents of Wasilla will benefit from such a program that increases the fitness levels of commissioned officers and in turn reduces incidents of injury and illness of commission officers. Also, it is estimated that this program will reduce worker's compensation claims associated with lower fitness levels of employees, which in turn will reduce the overall cost of worker's compensation insurance for the City of Wasilla.

The continuation of these programs on a yearly basis will be subject to continued funding by the Council. If Council does not approve the funding for the programs, the programs will be discontinued.