

TO: Mayor Montgomery and City Council

FROM: Jeffrey L. McCormick, Chief of Police

SUBJECT: Part-time Officer Adjustment

DATE: June 11, 2025

BACKGROUND

Part-time Officer Timm raised an issue with the fact that he was left out of the wage adjustment review done in 2023. I spoke with the City Administrator regarding the issue and our review found that while one part-time officer received an adjustment for 7 years full-time experience during that process, none of the other part-time officers were credited for their full-time experience. We had been reviewing this issue and with the promotion of one of those part-time officers to full-time, this seems to be the time to apply this experience adjustment to the remaining part-time officer.

Officer Timm joined the department as a part-time officer with 10 years full-time experience, including one as a supervisor. In reviewing placement, we feel that it would be appropriate to place him at Step 8.

Because of the number of hours worked on average by Officer Timm, we see the impact on the budget as very minimal, but the goodwill established with our employee as immeasurable.

REQUESTED COUNCIL ACTION

Motion and approval to accept the adjustment of step for Officer Timm as noted above effective this current pay cycle.