

# CITY of ALBUQUERQUE

## TWENTIETH COUNCIL

COUNCIL BILL NO. R-13-217 ENACTMENT NO. \_\_\_\_\_

SPONSORED BY: Don Harris

1 RESOLUTION

2 CALLING FOR A COMPARATIVE SURVEY OF THE SALARIES OF  
3 ALBUQUERQUE POLICE DEPARTMENT OFFICERS AND THE OFFICERS OF  
4 OTHER LOCAL AND REGIONAL LAW ENFORCEMENT AGENCIES AND  
5 DESIGNATING FUNDS TO BE USED TO CONTRACT WITH A FIRM FOR  
6 COMPLETION OF THE SURVEY.

7 WHEREAS, the City of Albuquerque has as one of its goals to enhance local  
8 law enforcement efforts thereby providing for the public safety and welfare;  
9 and

10 WHEREAS, the Albuquerque Police Department (APD) has as one of its  
11 goals to employ 1,100 sworn officers and has not reached this goal within the  
12 last 5 years; and

13 WHEREAS, officer retirement eligibility and changes to the New Mexico  
14 Public Employees Retirement Association (PERA) benefits will affect APD's  
15 ability to retain officers; and

16 WHEREAS, new officer recruitment has become increasing difficult as  
17 evidenced in smaller cadet classes; and

18 WHEREAS, therefore, the City wishes to determine whether its complete  
19 officer compensation package is competitive with other law enforcement  
20 agencies within the state and region; and

21 WHEREAS, the City wishes to assess how the quality of life measures of the  
22 City, such as environmental, physical and mental health, education, recreation  
23 and social indicators, compare with those of other cities within the state and  
24 region;

25 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF  
26 ALBUQUERQUE:

[+Bracketed/Underscored Material+] - New  
[-Bracketed/Strikethrough Material-] - Deletion

1       Section 1. The City Human Resources Department will complete a  
2 comparative survey of police officer salaries using a tiered approach. The  
3 survey will compare the officer compensation package of APD to: (1) those of  
4 law enforcement agencies in similar sized cities throughout the southwest  
5 region of the United States, (2) those of other cities in New Mexico, and (3)  
6 those with shared jurisdiction with APD, such as the Bernalillo County Sheriff's  
7 Office and the New Mexico State Police Department. The survey shall include  
8 comparisons of base salary, retirement benefits, and other fringe benefits, as  
9 well as comparisons of the quality of life measures for the respective cities,  
10 such as environmental, physical and mental health, education, recreation and  
11 social indicators. A report on the findings of the survey will be submitted to  
12 the Mayor and City Council by the end of the second quarter of FY/14.

13       Section 2. An amount not to exceed \$20,000 is hereby designated within the  
14 Council Projects activity to be used by the Human Resources Department for  
15 the purpose of contracting with a qualified consulting firm for the completion  
16 of this survey. The Mayor is hereby authorized to enter into a contract to  
17 accomplish the purposes of this resolution.

[+Bracketed/Underscored Material+] - New  
[-Bracketed/Strikethrough Material-] - Deletion

18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32