

CITY of ALBUQUERQUE

TWENTIETH COUNCIL

COUNCIL BILL NO. R-13-217

ENACTMENT NO. R-2013-077

SPONSORED BY: Don Harris

RESOLUTION

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

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

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

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

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

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

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

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

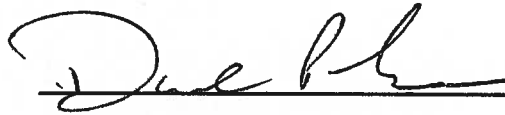
1 Section 1. The City Human Resources Department will complete a
2 comparative survey of police officer salaries using a tiered approach. The
3 survey will compare the staffing levels and the officer compensation package
4 of APD to: (1) those of law enforcement agencies in similar sized cities
5 throughout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

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

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

1 PASSED AND ADOPTED THIS 16th DAY OF September, 2013
2 BY A VOTE OF: 8 FOR 0 AGAINST.

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4 Excused: Winter

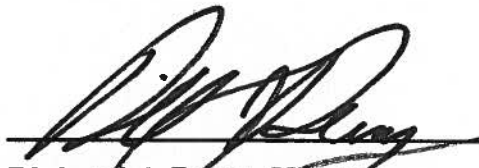
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8 Daniel P. Lewis, President

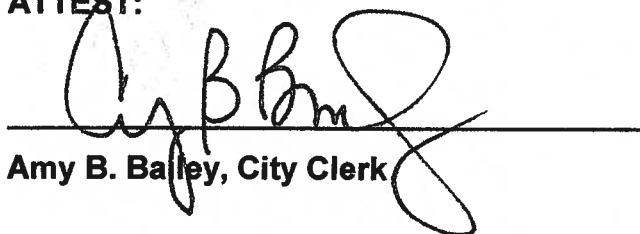
9 City Council

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13 APPROVED THIS 4th DAY OF October, 2013

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17 Bill No. R-13-217

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21 Richard J. Berry, Mayor
22 City of Albuquerque

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26 ATTEST:

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29 Amy B. Bailey, City Clerk