

RESOLUTION NO. 2024- 21

A RESOLUTION OF THE CITY OF FAIRFIELD BAY
REGARDING APPROVAL OF
INCREASE IN AUTHORIZED HOURLY RATE OF PAY FOR
UNIFORMED OFFICERS OF THE POLICE DEPARTMENT;
APPROPRIATING FUNDS
FOR THE INCREASE IN HOURLY RATE OF PAY FOR POLICE OFFICERS;
AND FOR OTHER PURPOSES

WHEREAS, The City of Fairfield Bay, and the Fairfield Bay Police Department, endeavor to protect the City of Fairfield Bay, its residents, citizens, voters, visitors, property owners, and taxpayers; and

WHEREAS, The Police Department, like all police departments across the country, has had difficulty with officer retention, since the onset of the pandemic, and the resulting strain on personnel; and

WHEREAS, The City recognizes that its hourly pay structure for the Police Department has not kept up with the increase in demand for certified police officers;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAIRFIELD BAY, ARKANSAS:

1. The City Council finds and determines that there is an urgent need to increase the authorized hourly rate of pay for uniformed police officers, in order to stabilize the Police Department, reduce training costs (for newly hired personnel), and ensure the safety of the City, its residents, citizens, voters, visitors, property owners, and taxpayers.
2. The authorized hourly rate of pay for all current uniformed police officers be, and it is hereby, INCREASED by \$2.00 per hour, beginning with the pay period immediately following the passage of this Resolution.
3. The authorized hourly rate of pay for certified police officers, hired after the passage of this Resolution, be, and it is hereby, INCREASED, accordingly, to \$19.00 per hour, beginning with the first pay period for certified officers. After six months of continuous service with the City, the authorized hourly rate of pay for certified police officers shall be, and it is hereby, INCREASED to \$20.00 per hour.
4. The authorized hourly rate of pay for uncertified police officers, who need to become certified, hired after passage of this Resolution, be and it is hereby, INCREASED, accordingly, by \$0.60 per hour, (from \$17.40 to \$18.00 per hour), beginning with the first pay period for uncertified officers. After successfully completing training at an Arkansas Law Enforcement Training Academy, the authorized hourly rate of pay shall increase by \$1.00 per hour to \$19.00 per hour. Officers who become certified while with the City of Fairfield Bay shall be eligible for

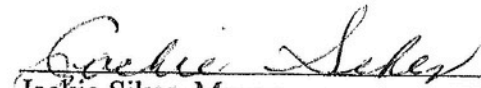
an increase in their hourly rate of pay from \$19.00 to \$20.00 per hour, after six months of continuous service with the City, or three months after completion of training at an Arkansas Law Enforcement Training Academy, whichever time frame is shorter.

5. The City Council hereby APPROPRIATES AND APPROVES additional expenditures of \$22,000.00, as salary and benefits for the Police Department budget, for the year ending December 31, 2024, accordingly. The Recorder-Treasurer is authorized to utilize unappropriated funds for this purpose.

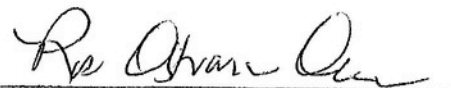
6. The Mayor, the Recorder-Treasurer, and the Chief of the Police Department, be, and they are hereby, AUTHORIZED TO TAKE any and all appropriate actions necessary to put this Resolution into effect. The Mayor shall set the pay rate for the Chief; and the Chief shall set the pay rate for all of his subordinate officers, in accordance with the foregoing.

7. This authorization, and appropriation, is effective immediately following its approval by the City Council, and the expenditures may take place as the Recorder-Treasurer shall decide.

IT IS SO RESOLVED AND APPROVED by the City Council for the City of Fairfield Bay, Arkansas, at a regular meeting on this 10th day of June, 2024.


Jackie Sikes, Mayor

Attest, a true and correct copy:


Rose O. Ostronic Owen
Recorder-Treasurer
City of Fairfield Bay

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