



CITY OF DURHAM

**To:** Thomas Bonfield, City Manager  
**From:** Jose L. Lopez, Sr., Chief of Police  
**Date:** October 6, 2008  
**RE: Personnel Pay Issues**

The primary concern for sworn personnel is the compression between veteran officers and newly hired or promoted officers. The civilian staff concerns are primarily with the reclassification into job descriptors that does not reflect what they do daily.

The agency's sworn personnel have stated the following concerns:

- 1: Compression among ranks
- 2: The issue of not receiving their entire raise this year.

Once any errors and bypassing are addressed, there is the larger issue of compression. Police base pay has not increased since 2000. Since 2004, when the police pay plan was enacted, the more-senior officers have had 2% increases. Only three in the Police Officer classification are at top pay, even with 20+ years of experience. The officers feel it takes too long move through the salary range. These are representative examples for various years (more than one officer holds the individual salaries indicated): **See Attached Spreadsheet.**

The recommendations for sworn personnel concerns are as follows:

- 1: A study of compression per rank, starting from the top down
- 2: Timeline as to when compression will be addressed
- 3: Prefer implementation of funding correction to occur on or prior to June 2009
- 4: Disperse the other half of raise this year
- 5: Start the appeals process immediately.

The agency's non-sworn personnel have stated the following concerns:

- 1: They were put in job categories not applicable to what they do on a daily basis
- 2: The pay bands are not appropriate for job descriptions
- 3: The process of the appeals process needs to start immediately
- 4: The issue of not receiving their entire raise this year.

The recommendations for non-sworn concerns are as follows:

- 1: Start the appeals process immediately
- 2: Disperse the other half of raise this year.

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