CHIEF'S MEMORANDUM NO. 07-2

SUBJECT: Chief's Report on Enhanced Salary & Benefits

When I took office as Chief of Police, in October 2004, it was my goal to improve the salaries and benefits of Department employees. I am pleased to say that through continued efforts and negotiations between the command staff and the City, our department has made great strides in achieving these goals.

Over the past 2½ years, the salary for top step law enforcement has increased by 4% and will continue to grow this 2007-2008 Fiscal Year with two additional 2% across-the-board increases to be received in May and November, and an increase to statutory maximum in November. For Fiscal Years '05-'08, top step Police Officers and Detectives will have received an average annualized increase in their salary of just over 18%, as shown in the attached charts. Sworn members at the permanent ranks of Police Officer and Detective should reach top step within eight years, pending satisfactory evaluations and no interruptions in service. Police Officers and Detectives who reach top step have another opportunity to increase their salary by attaining the title of either Master Patrol Officer or Master Detective, which were implemented in October of 2006.

Members of the Human Resources and the Fiscal Divisions are working together to develop a three year salary plan and will set in motion the legislative actions required to increase the current statutory maximum salary for each rank.

The funded pay increases for civilian members ensure that each civilian, who attains a satisfactory evaluation and is not at top step, receives a 4% anniversary increase this fiscal year in addition to a 2% across-the-board increase in November. The civilian pay scale will reflect a 4% increase between each pay step beginning May 6, 2007. In 2006, the Civilian Re-Structuring Project began with consolidation in the number of job titles, which resulted in some positions receiving a pay increase. The second phase of this project is to ensure that all positions are accurately classified and the salary range justly reflects the job performed.

The achieved goals don't end with salaries, but include benefits as well. Beginning in 2006, an additional holiday was added, the Friday after Thanksgiving. In May 2006, shift differential pay increased from \$50 to \$80 per month and will increase again on May 6, 2007 to \$120 per month. Also effective on May 6, 2007 there will be a \$25 a month increase in education pay for each education level. As of May 1, 2007 members will receive a \$6 insurance subsidy, life insurance at 1x their annual salary, long-term disability insurance coverage for civilians, and health insurance coverage for domestic partners.

It is my plan to carry on enhancements to the department's salary and benefits programs through continuing efforts and discussions between our command staff, the Board of Police Commissioners, and the City of Kansas City.

James D. Corwin Chief of Police

Distribution: All Department Members All Department Elements

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