



Washington Police Department

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Public Safety Committee Agenda Communication

Meeting Date: May 18, 2020

Prepared By: Chief Michael McCoy and Deputy Chief Jeff Stevens

Agenda Item: Pay and Benefits for Sergeants

Explanation: The position of Sergeant on the Washington Police Department has not received the same benefits that the Officers of PBLC Collective Bargaining group has. In order to have parity and to see that the position of Sergeant remains one that officers strive to attain, all benefits and pay increases will mirror the PBLC Contract.

Financial Impact: Pay increase has already been budgeted (2.5%, no impact on budget). Increase in max. Comp Time Bank Accumulation from 40 useable hours a year to 160 Bankable hours...All Sgts used a total 160 hours last year. We have estimated an average use of 200hrs. A 25% increase. Expected cost for 2020 / 2021 will be an additional; \$2,400.00. Holiday Overtime rate of pay to go from 2.0 to 2.5 (only for OT worked on a holiday) Estimated cost 0, unless circumstances dictate. (injury or low staffing) Personal Days increased from 1 to 2. Cost is \$1,920.00. (4 patrol Sgts.) Sick Leave Buy Back...upon termination Sgts. will be paid for all unused sick time, computed upon rate of 1 day of sick leave for each full month of employment. Estimated cost is \$1,560.00. Clothing Allowance increased by \$100.00 a year. Total Cost \$500.00/yr. Clothing Allowance replacement. Hardly ever comes up due to only replacing on work related incidents.

Total financial impact to make Sergeants benefits equal to the Officers that they supervise is \$6,380.00.

Action Requested: Recommend that the Council authorize parity in Benefits for the Rank of Sergeant compared to Officers covered by PBLC Collective Bargaining Agreement.