

COUNCIL COMMUNICATION

DATE: 6.28.10	AGENDA NO.	SUBJECT: Resolution 11, 2010 allowing for incentive pay to Field Training Officers while performing the duties of Training Officer.
Department Head: Chief John A. Jackson		
City Manager: Nathan Cherpeski		
PRESENTED BY: Chief John A. Jackson		

Recommendation

Staff recommends the adoption of alternative 1, below adopting the attached resolution and policy allowing for incentive pay for Field Training Officers.

Background

Improving the training and professionalism of the police department has been a major goal of the City for the last several years. One of the key pieces to that puzzle is getting new officers off on the right foot. The task of doing that falls heavily on the Field Training Officer or FTO. Being an FTO is a very difficult task that is done in conjunction with the many other required duties of a selected, and trained, police officer. It is a voluntary position, and one in which only highly motivated and trained officers can succeed. Training a new officer is a very laborious task that takes a great amount of time and patience and carries with it a tremendous responsibility. Many professional police agencies pay incentives for officers to be field training officers. They are responsible and accountable for their trainee and helping them start on a successful police career.

At this time, we do not compensate our FTO's in any additional way. It is critical that we place an emphasis in this area both with appropriate personnel selection, training, and additional incentive pay. In order to encourage the best candidates to apply to be FTO's, an incentive pay policy would be a helpful management tool to accomplish this goal.

The proposed policy would offer a 5% increase of the base pay for the times when the FTO is actually in the training Cycle. A typical training cycle will consist of 14 full 4 day work weeks and involves three separate FTO's in a progression. The incentive pay would only be paid to the FTO actually working with the trainee and only for the actual time spent with the trainee.

Issue Before the Council

Should the City recognize the importance of this duty with an incentive pay policy?

Alternatives

1. Adopt the attached resolution 11, 2010 authorizing the attached policy.
2. Decline to act at this time and give staff further directions.

Fiscal Impact

The fiscal impact of this action would be minimal based on the fact that the proposed 5% pay increase will only be applied to the field training officer's base hourly pay rate while they are in a training capacity. There would be no factorization for overtime, or shift differential, calculated into this increase.

A typical training cycle will consist of 14 full 4 day work weeks. This is a total of 560 hours of training a field training officer would be compensated the additional pay for. A typical training cycle is comprised of 3 separate field training officers very specifically scheduled on cycles. The specific rate of pay would be slightly different as each training officer makes a slightly different base hourly rate.

### **Legal Opinion**

The City Attorney will be present for any legal related comments.

### **Conclusion**

Training a new officer how to be the police officer you want them to be is one of the most important roles in a professional police department. This incentive pay is nominal when compared with the increase in responsibility and accountability that we are asking from our field training officers to assume.

Attachment  
Resolution 11, 2010  
Draft Policy

Resolution No.11, 2010

**A RESOLUTION ADOPTING THE ATTACHED POLICY ESTABLISHING A PAY DIFFERENTIAL FOR FIELD TRAINING OFFICERS.**

WHEREAS, the City Council of the City of Alamosa, Colorado, recognizes the unique nature of law enforcement and the essential need for quality training for new officers; and

WHEREAS, the City Council of the City of Alamosa, Colorado, desires to recognize the importance of this training; and

WHEREAS, the City Council of the City of Alamosa, Colorado, desires to include such a policy in its policy manual.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ALAMOSA, COLORADO:

That the attached policy be adopted and incorporated into a City Council Policy Manual

PASSED AND ADOPTED, SIGNED AND APPROVED, THIS 7<sup>th</sup> DAY OF JULY 2010.

ATTEST:

CITY OF ALAMOSA, COLORADO

\_\_\_\_\_  
Judy A. Egbert, City Clerk

By: \_\_\_\_\_  
Kathleen J. Rogers, Mayor

## City of Alamosa Council Policy

Policy Number	Subject FTO Pay Policy	Resolution Number	Effective Date	Page
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### **Background**

Periodically, the Department assigns trainers to work with brand new officers. These Field Training officers have a very important responsibility for the future direction and professionalism of the department. This assignment, while voluntary, is only assigned to the top officers. The work is difficult and requires patience and the utmost professionalism. Because of the extra work, responsibility and accountability this requires it is common for the trainer to receive some form of additional compensation. This policy outlines when and how those are paid for the Alamosa Police Department.

**Policy Statement:** Recognizing the importance of providing quality training to brand new police officers the City is adopting the following incentive pay policy.

**Procedure:** The FTO is entitled to a 5% increase of base pay during the actual time worked as an FTO with the trainee during the training cycle. The bonus is available to the employee only when they are the assigned FTO during the cycle. At no time can two officers received FTO bonus for training the same officer. This policy shall be deemed effective January 1, 2010. Additionally, The City reserves the right to cancel this program at any time without prior notice to the FTOs. Such officers would be paid the bonus for work the occurred prior to the cancellation.

Typical training cycles involve 3 separate FTO's over a 14 week (4 days per week) schedule. The bonus discussed above is a straight bonus and is not subject to the overtime rate or shift differential.