



**GRINNELL PUBLIC SAFETY COMMITTEE MEETING
MONDAY, MARCH 2, 2020 AT 5:30 P.M.
IN THE COUNCIL CHAMBERS ON 2ND FLOOR
OF THE CITY HALL**

TENTATIVE AGENDA

ROLL CALL: White (Chair), Hueftle-Worley, Davis

PERFECTING AND APPROVAL OF AGENDA:

COMMITTEE BUSINESS:

1. Consider first reading of an ordinance amending provisions pertaining to Animal Protection and Control (See Ordinance No. 1483).
2. Consider approval of promotion of Matthew Moore to the position of Sergeant effective March 11, 2020 and review the step pay schedule.

INQUIRIES:

ADJOURNMENT

ORDINANCE NO. 1483

AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF GRINNELL, IOWA, BY AMENDING PROVISIONS PERTAINING TO ANIMAL PROTECTION AND CONTROL.

BE IT ENACTED by the City Council of the City of Grinnell, Iowa:

SECTION 1. NEW SECTION. The Code of Ordinances of the City of Grinnell, Iowa, is amended by adding a new Section 55.14, entitled ANIMAL WASTE, which is hereby adopted to read as follows:

55.14 ANIMAL WASTE. Any person who walks an animal on private or public grounds shall be responsible for the proper and immediate disposal of the solid waste excreted by that animal, except when the animal is on the owner's or keeper's property. This section shall not apply to animals under control of a handicapped person and specially trained for the purpose of assisting handicapped persons.

SECTION 2. REPEALER. All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

SECTION 3. SEVERABILITY CLAUSE. If any section, provision or part of this ordinance shall be adjudged invalid or unconstitutional such adjudication shall not affect the validity of the ordinance as a whole or any section, provision or part thereof not adjudged invalid or unconstitutional.

SECTION 4. WHEN EFFECTIVE. This ordinance shall be in effect from and after its final passage, approval and publication as provided by law.

Passed by the Council the ___ day of _____, 2020, and approved this ___ day of _____, 2020.

Mayor

ATTEST:

City Clerk

I certify that the foregoing was published as Ordinance No. 1483 on the ___ day of _____, 2020.

City Clerk

**GRINNELL POLICE DEPARTMENT
CITY OF GRINNELL, IOWA**

**Interoffice
MEMORANDUM**

FROM: Dennis Reilly, Chief of Police

DATE: February 17, 2020

TO: Russ Behrens, City Manager

SUBJECT: Promotion Recommendation - Sergeant

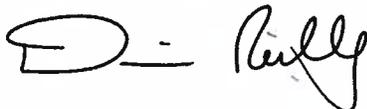
As you may be aware, we are currently staffed with two sergeants due to the resignation of Sgt. Gray in November of 2019. During the week of February 10, 2020 a Civil Service approved examination process was conducted for the position of Sergeant. This process included:

1. Written examination based on Iowa law and court rulings, GPD Rules and Policy, City of Grinnell Personnel Manual, Collective Bargaining Agreement;
2. Oral interview panel comprised of area law enforcement executives;
3. Civil Service Commission Oral Interview;
4. Oral Interview panel comprised of city and police department administration.

As a result of this competitive process, I would like to recommend that Officer Matt Moore be promoted to the rank of Sergeant effective March 11, 2020. Based on Officer Moore's prior training and experience, coupled with his current salary and the salary range for the position of sergeant, I would recommend a starting salary of \$65,314 and a pay schedule structure that would conclude with the beginning of fiscal year 2024 (See attached).

Based on the Collective Bargaining Agreement (CBA) between the city and Chauffers, Teamsters and Helpers Local Union #238, Officer Moore received sixty-four (64) additional hours of holiday leave on his anniversary date (January 26) for those holidays outlined in Section 20.2 of the CBA. With the position of Sergeant not being covered under this CBA, but instead the Personnel Manual for the city, Officer Moore would be entitled to sixty-four (64) holiday hours established for non-contractual city employees as outlined under Section 4 of the Personnel Manual. This would make holiday hours a wash. Officer Moore would receive twenty-four (24) hours of personal leave under the Personnel Manual, as opposed to sixteen (16) hours under the CBA.

Respectfully,



Dennis Reilly
Chief of Police

Attachment: Pay Schedule Proposal

**MATT MOORE - SERGEANT
PAY SCHEDULE PROPOSAL
FEBRUARY 17, 2020**

3/2020		
	SALARY	MAX
Sergeant	\$65,314.00	\$69,270.00
% DIFF	-12.24%	
Senior Sgt.	\$74,424.00	
% DIFF	6.70%	
TOP PTL	\$61,214.40	

7/20		
	SALARY	MAX
	\$67,273.42	<u>\$71,348.10</u>
	-12.24%	
	<u>\$76,656.72</u>	
	7.20%	
	\$62,753.60	

7/21		
	SALARY	MAX
	\$69,791.62	<u>\$73,488.54</u>
	-11.61%	
	<u>\$78,956.42</u>	
	8.50%	
	<u>\$64,322.44</u>	

7/22		
	SALARY	MAX
	\$72,385.37	<u>\$75,693.20</u>
	-10.99%	
	<u>\$81,325.11</u>	
	9.79%	
	<u>\$65,930.50</u>	

7/23		
	SALARY	MAX
	\$75,056.93	<u>\$77,964.00</u>
	-10.40%	
	<u>\$83,764.87</u>	
	11.07%	
	<u>\$67,578.76</u>	

% of Max 94.29%

% of Max 94.29%

% of Max 94.97%

% of Max 95.63%

% of Max 96.27%

Italic Based on 3% increase

Staff % increase

Staff % increase + \$500

Staff % increase + \$500

Staff % increase + \$500

Italic Based on 2.5% increase