



**Special Called Meeting of the
Board of Directors**

City of Texarkana, Arkansas
216 Walnut Street

Agenda - Monday, September 30, 2024 - 5:00 PM

Call to Order

Roll Call

Invocation and Pledge of Allegiance given by Mayor Brown

REGULAR

1. Adopt a Resolution to increase employee salaries of the Police Department. (ADMIN) City Manager Tyler Richards

NEXT MEETING DATE: Monday, October 7, 2024

ADJOURN



CITY OF TEXARKANA, AR

BOARD OF DIRECTORS

AGENDA TITLE: Adopt a Resolution to increase employee salaries of the Police Department. (ADMIN) City Manager Tyler Richards

AGENDA DATE: September 30, 2024

ITEM TYPE: Ordinance Resolution Other : _____

DEPARTMENT: Administration

PREPARED BY: Heather Soyars

REQUEST: Adopt a Resolution to increase employee salaries of the Police Department.

EMERGENCY CLAUSE: N/A

SUMMARY: Adopt a Resolution to increase employee salaries of the Police Department.

EXPENSE REQUIRED:

AMOUNT BUDGETED:

**APPROPRIATION
REQUIRED:**

**RECOMMENDED
ACTION:**

EXHIBITS: Resolution and Ordinance 19-2019

RESOLUTION NO. _____

WHEREAS, the Board of Directors of the City of Texarkana, Arkansas, upon the recommendation of the City Manager, has approved salary increases for the Police Department; and

WHEREAS, the salary increases do not require an amendment to the budget and are financed through existing salary allowances;

NOW, THEREFORE, BE IT RESOLVED, that the salary increases for the Police Department attached in Exhibit A are hereby approved.

PASSED AND APPROVED this 30th day of September 2024.

Allen L. Brown, Mayor

ATTEST:

Heather Soyars, City Clerk

APPROVED:

Joshua L. Potter, City Attorney



CITY OF TEXARKANA, ARKANSAS

TAPD PAYSACLE

EFFECTIVE 9/30/2024



	HOURLY RATE	ANNUAL HOLIDAY PAY	ANNUAL BASE SALARY	TOTAL ANNUAL SALARY	BI-WEEKLY HOLIDAY PAY	BI-WEEKLY BASE SALARY	
PATROL OFFICER - ENTRY	27.91	3,349.32	58,052.80	\$ 61,402.12	128.82	2,232.80	
PATROL OFFICER - 3 YEARS	28.90	3,468.14	60,112.00	\$ 63,580.14	133.39	2,312.00	
PATROL OFFICER - 5 YEARS	30.31	3,637.40	63,044.80	\$ 66,682.20	139.90	2,424.80	
PATROL OFFICER - 7 YEARS	32.07	3,848.52	66,705.60	\$ 70,554.12	148.02	2,565.60	
PATROL OFFICER - 10 YEARS	32.84	3,940.82	68,307.20	\$ 72,248.02	151.57	2,627.20	
PATROL OFFICER - 15 YEARS	33.56	4,027.40	69,804.80	\$ 73,832.20	154.90	2,684.80	
PATROL OFFICER - 20 YEARS	34.54	4,144.92	71,843.20	\$ 75,988.12	159.42	2,763.20	
SERGEANT - 1 YEAR	36.07	4,328.48	75,025.60	\$ 79,354.08	166.48	2,885.60	
SERGEANT - 3 YEARS	36.79	4,414.80	76,523.20	\$ 80,938.00	169.80	2,943.20	
SERGEANT - 6 YEARS	37.51	4,501.38	78,020.80	\$ 82,522.18	173.13	3,000.80	
LIEUTENANT - 1 YEAR	40.39	4,846.92	84,011.20	\$ 88,858.12	186.42	3,231.20	
LIEUTENANT - 3 YEARS	41.11	4,933.24	85,508.80	\$ 90,442.04	189.74	3,288.80	
LIEUTENANT - 6 YEARS	41.83	5,019.82	87,006.40	\$ 92,026.22	193.07	3,346.40	
CAPTAIN - 1 YEAR	43.27	5,192.46	90,001.60	\$ 95,194.06	199.71	3,461.60	
CAPTAIN - 3 YEARS	44.72	5,366.40	93,017.60	\$ 98,384.00	206.40	3,577.60	
CAPTAIN - 6 YEARS	47.12	5,654.48	98,009.60	\$ 103,664.08	217.48	3,769.60	

EXHIBIT A



TAPD SALARY INCREASE



PROPOSED

- 2024 TAPD PERSONNEL - \$8,382,754
- 2025 TAPD PERSONNEL - \$8,659,619
- **NET INCREASE OF \$276,865**
- **MANDATED 2.5% INCREASE ≈ \$180,000**
- ELIMINATE 6 OFFICER POSITIONS
- FREEZE 2 OFFICER POSITIONS
- TAPD HAS MAINTAINED 10+ VACANCIES FOR 6+ YEARS
- DECREASE OVERTIME EXPENSES DUE TO ATTRACTION OF MORE QUALIFIED PERSONNEL
- CURRENT 2024 SALARY SAVINGS ≈ \$800,000
- ADDITIONAL 2024 EXPENSE ≈ \$153,648

PAYSCALE

- ENTRY LEVEL FROM CURRENT \$45,500 TO \$58,000
- AVERAGE INCREASES BY RANK:
 - PATROL OFFICER – 15%
 - SERGEANT – 11%
 - LIEUTENANT – 10%
 - CAPTAIN – 10%
- AVERAGE INCREASE FOR CIVILIAN PERSONNEL:
 - 5%