



VERMILION ANALYTICS

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Pay Plan Summary: Youngsville Police Department

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Pay Plan Review

A preliminary evaluation of the Youngsville Police Department's pay plan revealed that there are some areas that warrant further review.

First, employee's current rates of pay do not match the rates of pay listed on the Year 3 pay plan received from the Youngsville Police Department. This is likely because cost of living increases were assigned above the typical 2%, but it is recommended that the Year 3 plan be amended to reflect the actual increases received for the sake of clarity moving forward.

There are four sergeants with nine years of departmental service, hired within three months of one another. All four are making different amounts of pay with the longest-tenured employee making the least amount. Also, Sergeant R. Moseley's pay is below the minimum rate of pay for the class of sergeant on the current draft of the Year 3 pay plan.

Similar to the situation described above, there are several police officers with similar or the same dates of hire that are not making the same amount of pay. Officers E. Thomas and J. Kubik are currently assigned a rate of pay below the starting rate of pay for police officers on the Year 3 plan.

It is likely that there are explanations for many, if not all, of the variances listed above. However, these will need to be reviewed carefully prior to implementation of Plans 2024.01 or 2024.02 to ensure the pay plan is as accurate as possible.

Assignment of Departmental Longevity for Promotions

The first order of business was to determine what the cost would be to move people to the pay rate that matched both their rank and years of service. During the initial meeting, it was stated that employees did not carry their entire time of departmental service with them when assigned promotional pay rates. For example, when an officer with seven years of YPD experience was promoted to sergeant, he or she was placed at the starting rate of pay for the class of sergeant instead of being assigned the rate of pay for the seven-year sergeant, which is typical of other police department pay plans.

The approximate cost to move employees to their promotional rates of pay assigned by years of YPD service is approximately \$139,000. This gives both a baseline cost and some context for the cost estimates of the two requested pay plans.

Plan 2024.01

There are several key characteristics of Plan 2024.01:

1. Move annual starting salary of Police Officer to \$45,000
2. Decrease rank differentials to reduce costs
3. Use total years of departmental service to assign rates of pay (see above)

Rank differentials (i.e. the percent difference in pay between two ranks) were reduced to keep down costs. Current versus proposed rank differentials are listed below:

Plan 2024.01: Rank Differentials Between Current and Proposed Pay Plan		
Rank Differential	Current Pay Plan	Plan 2024.01
From PO to SGT	20.0%	15.0%
From SGT to LT	16.7%	12.0%
From LT to CAPT	14.3%	12.0%
From CAPT to AC	12.5%	12.0%

Below is a chart that shows the average pay increase by rank (or, in the case of single incumbent classes, the proposed percent increase).

Plan 2024.01: Average Percent Pay Increase by Rank	
Rank	Average Percent Pay Increase
PO	10.2%
SGT	14.1%
LT	17.1%
CAPT	4.5%
AC	12.6%

The approximate salary cost to implement Plan 2024.01 is \$208,000. Note that this includes the estimated \$139,000 needed to address the assignment of pay by departmental longevity described above.

Plan 2024.02

Plan 2024.02 includes all the features of Plan 2024.01 but is distinguished from it with the addition of the rank Police Officer First Class (POFC, class title used as a placeholder only and can be changed). Police Officer First Class is an internal designation for the Youngsville Police Department and has been added to the pay plan as a retention incentive only. It does not carry any additional duties and responsibilities and, therefore, does not require approval from the Office of the State Examiner.

For the purposes of Plan 2024.02, an officer is eligible for the pay increase associated with POFC at four years of departmental service. This is negotiable and can be moved up or down.

As an aside, note that Plan 2024.02 uses both fiscal year and calendar year for assigning rates of pay. In the proposed pay matrix, years of service is assigned by *fiscal year* because that is when cost of living increases are typically granted. Assignment to the class of POFC will be by *calendar year*. The distinction between the two and how to implement the movement from PO to POFC can be explained in further detail should this be the plan adopted.

Additionally, Officers M. Gary, I. Rochon, and E. Thomas were all assigned years of creditable service upon hire. Years of creditable service (YCS) will be different from departmental tenure based on date of hire.

The estimated salary cost to implement Plan 2024.02 is \$263,000. Again, this includes all of the costs mentioned above.

Recap

A comparison of Plans 2024.01 and 2024.02 is shown below with the only difference between the two being the addition of the POFC class.

Comparison of Plan 2024.01 and Plan 2024.02		
	Plan 2024.01	Plan 2024.02
Move Starting PO Salary to \$45,000	Yes	Yes
Decrease Rank Differentials	Yes	Yes
Use Total Departmental Service for Assignment of Pay	Yes	Yes
Create POFC Class	No	Yes

These two plans serve as a place to start, a point of reference, in discussion of pay for Youngsville Police Department. Starting police officer salary, rank differentials, and the years of service until “promotion” to POFC can all be adjusted without loss of integrity to the plan as a whole.

