

COMPENSATION AND BENEFITS

COMPENSATION, BENEFITS, & SERVICES (SWORN MEMBERS)

Purpose: This policy has been developed as an extension to the City of North Little Rock Uniform Employee Compensation and Benefits Handbook. This policy is non-regulatory and for information purposes only.

Policy Statement: This department's policy is to provide members with information regarding compensation, benefits, and services provided or available to them. Members should understand these areas and know whom to contact for inquiries or problem resolution.

Summary of Changes:

Procedure:

1. Compensation & Benefits

- 1.1 The City of North Little Rock provides a position classification plan, which includes titles, grades, salary ranges, and steps for all regular full-time positions. The Human Resources Department maintains and keeps on file a current classification plan with respective salaries.
- 1.2 Entry Level - A new member is usually placed at the entry-level officer position. With approval from the Directors of Finance and Personnel, the Chief of Police may elect to place a new member at a higher step, as may be deemed appropriate by prior experience. [CALEA 22.1.1a]
- 1.3 Steps - Each step for an officer reflects a respective increase in salary as determined by current contract levels. [CALEA 22.1.1b]
- 1.4 Rank - Promotion to a higher rank will reflect a proportional pay increase greater than the top pay level of the former rank. [CALEA 22.1.1c]
- 1.5 Specialized Skills – Currently, the department does not offer salary augmentation for those members with special skills. [CALEA 22.1.1d]
- 1.6 Members of the department will receive salary augmentation as reflected by current contract levels. [CALEA 22.1.1g]

2. Liability Protection [CALEA 22.1.3d]

- 2.1 The city provides liability coverage to sworn members acting under the color of law through the Municipal Legal Defense Program (MDLP). This program provides the member with legal defense and the payment of actual damages (excluding punitive damages) if a judgment is rendered against them.

3. Personnel Support Services [CALEA 22.1.4]

- 3.1 Personnel are the most valuable resource. Every effort will be made to support members whenever possible through the informed application of benefits and services.
- 3.2 Professional Counseling - The City of North Little Rock provides free professional counseling services for all members through a contracted provider. The services provided include, but are not limited to, assistance with marital, parent-child, financial, or substance abuse problems. For comprehensive details on this program, refer to Policy Directive 20-8, Personnel Management – Psychological Assistance, or contact the Southwest Employee Assistance Program at 501-663-1797.
- 3.3 Police Chaplains - Members may seek support from the department's Police Chaplaincy Program for counseling and other personal assistance. Reference can be made to Policy Directive 20-2 (Police Chaplaincy Program) for additional information concerning this service.
- 3.4 Critical Incident Support - The commander of an officer killed or seriously wounded in the line of duty will ensure the affected officer's family is notified in a timely, personal manner. The department will support the affected family to include but not limited to the following: [CALEA 22.1.5]
 - 3.4.1 The department will offer to assign a department member of the family's preference to assist the family as needed.
 - 3.4.2 Commanders will ensure that the family is afforded support from the department during any related criminal proceedings and that long-term contact is maintained with the family.
 - 3.4.6 Providing any help or services as determined by the Chief of Police.

3.5 For information regarding any benefit or service, members should contact the respective benefit or service provider or representative listed in this policy or related policies. Officers can obtain additional information concerning benefits and services from the Professional Development Commander or designee.

4. Administrative Leave

4.1 Members may be placed on paid administrative leave by the Chief of Police or designee for reasons including, but not limited to, the following:

- 4.1.1 Following a traumatic incident involving or witnessed by any member of the department that may reasonably affect the performance of duty.
- 4.1.2 During the course of any investigation pursuant to any allegation against an officer.
- 4.1.3 For any reason deemed appropriate to the department's best interest as determined by the Chief of Police.

Patrick Thessing
Chief of Police