



INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS

A DIVISION OF THE NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES

581 Joseph E. Boone Boulevard, N.W., Atlanta, Georgia 30314

Telephone: (404) 521-9043 Facsimile: (404) 688-8206



FY2019

POLICE OFFICER PAY

APD TOP SALARY

		BEFORE	AFTER (2016 adjustment)	
HS diploma or equivalent	=	\$53,599.49	\$52,028.30	(reduced \$1,571.19)
Associate's Degree (2 yrs of College)	=	\$55,475.47	\$53,849.29	(reduced \$1,626.18)
Bachelor's Degree (4 yrs of College)	=	\$57,417.11	\$55,670.28	(reduced \$1,746.83)

TOP SALARY OF NEIGHBORING DEPARTMENTS

COBB COUNTY	\$64,022.89
DEKALB COUNTY	\$66,636.00
COBB COUNTY SHERIFF	\$60,000.00
MARTA PD	\$56,430.00
FULTON COUNTY SHERIFF	\$66,505.00

(all of these are top salary w/Bachelor's Degree (4 yrs of College))

COBB COUNTY	PLUS	\$8,352.61
DEKALB COUNTY	PLUS	\$10,965.72
COBB COUNTY SHERIFF	PLUS	\$4,329.72
MARTA PD	PLUS	\$759.72
FULTON COUNTY SHERIFF	PLUS	\$10,834.72



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SALARIES FOR APD OFFICERS

The IBPO has recognized that although a great effort was made to compensate APD Officers during the last budget cycle - the actual outcome unfortunately fell short and is insufficient for APD to be competitive in retaining and/or recruiting officers for the Department.

The IBPO is hopeful that the City Council and the Administration will be open to the idea to re-visit the Officer's salary and will consider this alternative.

OFFICER PAY – SUMMARY

- **Current pay scale + 3% @ TIER 1**
- **Reduced timeframe to salary increases**
- **3% increase to Top Pay**

TIER 1 – Graduation from the Police Academy to 3rd year anniversary

- GED = \$41,200.00
- Associate Degree = \$42,642.00
- Bachelor Degree = \$44,084.00

TIER 2 - @ 3rd year anniversary – maintained to end of 4th year of service

- GED = \$45,129.33
- Associate Degree = \$46,708.86
- Bachelor Degree = \$48,343.67

TIER 3 - @ 5th year anniversary – maintained to end of 6th year of service

- GED = \$53,026.50
- Associate Degree = \$54,882.43
- Bachelor Degree = \$56,803.32

TIER 4 - @ 7th year anniversary – maintained to the end of 8th year of service

- GED = \$58,461.72
- Associate Degree = \$60,507.88
- Bachelor Degree = \$62,625.66

TIER 5 - @ 9th year anniversary – maintained to promotion – end of service with APD

- GED = \$60,215.57
- Associate Degree = \$62,323.12
- Bachelor Degree = \$64,504.43



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FUNDING OPTION FOR IBPO PROPOSALS

Currently APD has 438 VACANT positions (report given to Council on 4.25.18 by acting HR Commissioner Sherry Dickerson)

An additional Personnel Order was released on May 9th which announced another 12 members of APD (Supervisors, Officers, Recruits) had left the Department. Taking this into consideration:

IBPO is recommending that 250 positions be changed from funded to unfunded and that the funds allocated for the 250 positions be reallocated to pay for the increase in Officer pay, and a portion of the suggested stipends.

COST / REALLOCATION ASSUMPTIONS:

250 positions x \$40,000 (1st tier officer pay) = \$10,000,000.00

This reallocation of the suggested \$10 million dollars would pay for the Officers salary increase and have additional funds left over to cover the suggested stipends associated with the Safety Bonus and Shift Differential pay.

Additionally, the \$10 million dollars is a conservative estimate that does not take into account the reduction in Supervisors and the additional funds that would be associated with that salary range.



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INVESTIGATOR AND SPO CHANGE TO CIVIL SERVICE POSITIONS

The IBPO is proposing the creation of a career ladder within the Atlanta Police Department, **step one** of which would be changing Investigator and SPO appointments back to Civil Service / Merit Positions.

Currently, INV's and SPO's are appointed at the discretion of the Chief of Police. The INV/SPO candidates are required to go through a testing process, and upon successful completion, they are placed on an eligibility list and then appointed to INV/SPO from that list. The list is created in a simple pass/fail structure and the candidates are NOT place in any type of numerical order.

The IBPO is suggesting that this procedure is changed to meet Civil Service requirements and once the testing is completed a structured score is compiled and the eligible candidates are placed in numerical order.

Investigator positions would convert to DETECTIVE and be considered a permanent civil service position. **(current pay scale would remain in effect)**

Senior Patrol Officers would convert to CORPORAL and be considered a permanent civil service position. **(current pay scale would remain in effect)**

STEP TWO:

The creation of 25 to 50 **(total number of positions determined by the Police Chief)** SPECIAL INVESTIGATOR positions. These positions would be crafted out of the current allocated force and would be appointed positions without Civil Service requirements and protections. The "Special Investigators" would serve at the discretion of the Chief of Police.

The "Special Investigator" would receive a monthly stipend salary compensation **(no pension contributions/liability)** of \$350.00 - not to exceed \$4550.00 per year **(annual stipend amount determined but Police Department budget availability)**

COST ASSUMPTIONS:

25	X	\$4550.00	=	\$113,750.00
35	X	\$4550.00	=	\$159,250.00
50	X	\$4550.00	=	\$227,500.00
75	X	\$4550.00	=	\$341,250.00



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POLICE MONTHLY STIPENDS FOR CERTIFICATIONS

The IBPO acknowledges the need for APD Officers and Supervisors to continue their individual police education, and for the Department to acknowledge and reward their efforts. Currently, the State of Georgia has 3 levels of certifications offered and the IBPO is recommending the following compensation be awarded to the Officers/Supervisors that achieve these certifications.

Patrolman (SPO) #1 – Investigator #1 – Supervisor #1 – (Beginning)

- \$150.00 per month stipend (or \$450 per quarter)
- \$1800.00 annual cost per recipient

Patrolman (SPO) #2 – Investigator #2 – Supervisor #2 – (Intermediate)

- \$300.00 per month stipend (or \$900 per quarter)
- \$3600.00 annual cost per recipient

Patrolman (SPO) #3 – Investigator #3 – Supervisor #3 – (Advanced)

- \$500.00 per month stipend (or \$1500 per quarter)
- \$6000.00 annual cost per recipient

- **Only 1 certification can be obtained/credited every 2 years**
- **Dollar amount associated with the certification can be adjusted**
- **Above the Rank of Lieutenant does not qualify to receive these stipends**

ADVANTAGES:

- **No Pension Liability**
- **No Pension Contributions by the COA on the stipends**
- **Self-initiated / motivation to obtain certifications**



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SAFETY BONUS

- REWARD OFFICERS (911 responders) WITH A ONCE A YEAR SAFETY BONUS FOR SAFE DRIVING / ZERO (0) AT FAULT ACCIDENTS
- RESTRICTED TO 911 UNIFORM / PATROL VEHICLES***
- \$250.00 / \$500.00 END OF CALENDER YEAR BONUS (amount depends on available funds)
- ENCOURGES SAFE VEHICLE OPERATION
- REDUCES ACCIDENTS
- REDUCES INJURIES / WORKMAN COMP CLAIMS
- PROTECTS CITIZENS
- REDUCES ACCIDENT RELATED COSTS
- INCREASES OFFICER MORALE
- NO PENSION OBLIGATION ATTACHED TO BONUS

Program could be expanded to include other sections of the department according to available funding

COST ASSUMPTIONS:

600	x	\$250.00	=	\$150,000.00
600	x	\$500.00	=	\$300,000.00

EXPANDED ASSUMPTIONS:

1000	x	\$250.00	=	\$250,000.00
1000	x	\$500.00	=	\$500,000.00



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SHIFT DIFFERENTIAL PAY

EVENING WATCH:

Approximately 410 Officers / Investigators / Supervisors

Shift Differential of .50 per hour = \$426,400.00 (annual)

MORNING WATCH:

Approximately 325 Officers / Investigators / Supervisors

Shift Differential of \$1.00 per hour = \$676,000.00

APPROXIMATE TOTAL COST: = \$1,100,400.00

- **HELP IN RETAINING CURRENT OFFICERS**
- **RECOGNIZES THE SACRAFICES CAUSED BY THE HOURS OF WORK**
- **ENCOURAGES VETERAN OFFICERS TO WORK THESE SHIFTS**
- **PROVIDES VETERAN LEADERSHIP TO YOUNG OFFICERS**

To avoid salary discrepancies and pension liability - the Shift Differential Pay should be issued separately on a monthly or quarterly bases



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FY 2019 - Budget Presentation

APD - TURNOVER NUMBERS

2012 Hired	248	Remaining	92	Left	156
2013 Hired	196	Remaining	88	Left	108
2014 Hired	124	Remaining	55	Left	69
2015 Hired	219	Remaining	132	Left	87
2016 Hired	161	Remaining	102	Left	59
2017 Hired	105	Remaining	81	Left	24
Total Hired	1053	Total Remaining	550	Total Left	503

Approximately 48% of candidates hired are no longer on payroll

2012 - 2017 Assumed Average Training Cost:

@ \$85,000 x 503 = \$42,755,000.00

@ \$50,000 x 503 = \$25,150,000.00

@ \$25,000 x 503 = \$12,575,000.00



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PENSION CONSIDERATIONS

The IBPO fully recognizes and has great concerns for the current and future Pension obligations for the City of Atlanta. With this in mind, the IBPO would like to make the following suggestions for Council Members to take under consideration.

1st - The IBPO is suggesting that ALL salary enhancements (**with the exception of the education incentives**) be removed from the recipients' pensionable salary and be issued as a monthly or quarterly stipend. This would include hazardous duty, TFO, and language enhancements. There would not be any decrease in what the dollar amount the person is already receiving, just a different structure in how the person is paid.

Benefits:

- Creates a structured "Base Salary" scale
- Assures that the recipient is authorized to be receiving enhancement
- Assures that when a person is no longer eligible for the enhancement the pay stops
- Reduces Pension contribution by the COA
- Reduces Pension unfunded liability
- Reduces Pension obligations to the tax payers

2nd - The IBPO is also suggesting that ALL Command Staff salary above the highest Civil Service position (currently Lieutenant) be converted to a Hybrid plan for anyone promoted after July 01, 2018. Having acknowledged the concerns around pensions, the 2011 pension changes focused on newly hired candidates and didn't take into consideration the appointments to Command Staff.

The Command Staff appointments given to chosen individuals have a large salary increase attached; however, these appointments are subjective and are not available to everyone. The IBPO believes the Command Staff should have to take their own initiative (as our new officers are required to) and choose their own investment strategy within a hybrid plan. The Command Staff pension should be topped at the highest Civil Service salary. In doing so, the Command Staff appointee would be earning a defined benefit pension and have a hybrid plan to freely invest the additional salary.

Benefits:

- Reduces Pension contribution by COA
- Reduces Pension unfunded liability
- Reduces Pension obligations to the tax payers



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COMMAND STAFF PENSION CAP

1st - The IBPO wants to make it clear that the current Command Staff would be grandfathered in and this change would only pertain to future Command Staff members that are promoted after an established date.

The IBPO has been, and is currently, very concerned about the future of our Pension Fund as it pertains to unfunded liability and sustainability. The Pension reform that took place in 2011 addressed this issued and made significant change to New Hires. However, there was no consideration and/or adjustments made to the upper Command Staff. This relatively small group of people has a considerable impact on the Funds long term liability due to the higher salaries commanded by these positions.

The 2011 changes put the New Hires into a Hybrid plan and placed the individual officers in charge of their own investment strategy. Newly hired APD Officers must decide how much they can afford to invest into the DC portion of the Hybrid plan on their meager salaries, plus determine where their money is best invested.

The IBPO would like the Council to consider making this Hybrid Plan a mandatory option for the Ranks of future Captains and above. The current APD policy allows for the Chief of Police to appoint Captains, Majors, Deputy Chiefs, and the Assistant Chief. These appointments take multiple aspects into consideration, but do not have any testing associated with the rank nor is the rank protected by Civil Service. With this in mind, the suggestion is to top out the pensionable salary at the highest Lieutenants pay, and create a Command Staff Hybrid plan.

This would reduce the long term unfunded liability associated with the Command Staff salaries connected to the Pension Fund, ease the burden on the taxpayers for these pensions, and still offer the Command Staff additional retirement benefits. The Command Staff member would then be responsible to determine how much of the extra salary he/she wanted to invest in the plan and where to invest that money.