



BURLINGTON POLICE DEPARTMENT

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To: Board of Finance, Mayor Miro Weinberger
From: Michael E. Schirling, Chief of Police
Via: Bob Rusten, Chief Administrative Officer
Re: Informational Memo Regarding Supervisor Pay
Date: November 4, 2013

I am writing to advise you of the current state of pay for sworn supervisors (Lieutenants and Sergeants). As you know, all sworn employees are part of a Unified Pay Scale system implemented several years ago and updated in 2012. That scale creates a unified system of pay across multiple positions, grades, and ranks and is designed to flow together.

In July the City implemented a 1 percent pay increase for non-union, non-executive level, employees. As a result of that implementation Lieutenants and Sergeants received a 1 % pay increase, outside of the Unified Pay Scale.

We worked in August to rescind that increase to await the outcome of negotiations with the Burlington Police Officer's Association (BPOA) as those negotiations impact the unified pay scales. Due to a communication problem, the 1 percent increase was not rescinded in August. That information just came to light last week.

At this stage, with the concurrence of the CAO, HR Director, and City Attorney, I am writing to inform you of this, and to advise you that we believe it is in the best interest of the Department that the 1 percent increase remain in place until the BPOA pay scale is finalized. At the conclusion of negotiations with the BPOA any requisite adjustments will be made to ensure that the Unified Pay Scale, adopted by the Council, remains functioning as designed.

If the Board has any concerns about this we will be happy to discuss it at a subsequent meeting.

Thanks you for your time and consideration.