1	RESOLUTION NO.		
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3	A RESOLUTION TO ESTABLISH THAT IN ITS 2023 BUDGET, THE		
4	CITY OF LITTLE ROCK, ARKANSAS, WILL ASSURE THAT ENTRY-		
5	LEVEL POLICE CADETS WILL RECEIVE A SALARY		
6	COMMENSURATE WITH THAT OF A RECRUIT TROOPER WITH THE		
7	ARKANSAS STATE POLICE; AND FOR OTHER PURPOSES.		
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9	WHEREAS, there is a continued concern within the City of Little Rock, Arkansas ("the City"), with		
10	the need to fully staff the Certified Law Enforcement Officers needed for the Little Rock Police Department,		
11	and this need to hire new Police Officers is an issue of some concern in other jurisdictions throughout the		
12	United States; and,		
13	WHEREAS, a careful review of the 2022 Police Operations and Data Analysis Report of the Little		
14	Rock Police Department conducted by the Center for Public Safety Management made several recommen-		
15	dations as to how to staff the Little Rock Police Department to fulfill the missions it has been assigned, or		
16	that are required of it by Arkansas State Law; and,		
17	WHEREAS, the City should be able to compete to the best candidates as Certified Law Enforcement		
18	Officers within the State of Arkansas, and not potentially lose a candidate because of a higher starting salary		
19	with another agency; and,		
20	WHEREAS, currently the starting salary for a Little Rock police recruit is Forty-Four Thousand, Six		
21	Hundred Thirty-Six and 80/100 Dollars (\$44,636.80), and for an Arkansas State Trooper is Fifty-Four		
22	Thousand Dollars (\$54,000.00), and it is believed that Little Rock Police Recruits should be offered a		
23	commensurate starting salary.		
24	NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY		
25	OF LITTLE ROCK, ARKANSAS:		
26	Section 1. The City Manager, during the joint presentation of a budget with the Mayor, shall provide		
27	an expense analysis to the Mayor and Board of Directors, that reflects a commensurate starting salary for a		
28	recruit to the Little Rock Police Department to that of a recruit as an Arkansas State Police Trooper, without		
29	any consideration of any incentives otherwise provided by the City.		
30	Section 2. By making the analysis requested in Section 1, the City Manager will also determine what		
31	impact that will have on the salaries of other Police Officers including, but not limited to, how it would		
32	impact step increases.		
33	Section 3. Notwithstanding when the Mayor and City Manager will jointly present a proposed budget		
34	to the Board of Directors, the City Manager shall fulfill and present to the Mayor and members of the Board		

1	of Directors a proposed budget which meets the requirements of this resolution no less than seven (7) cal-		
2	endar days to any 2023 Budget discussion which may result in the approval of the 2023 Annual City Budget.		
3	Section 4. Severability. In the event any title, section, paragraph, item, sentence, clause, phrase, or		
4	word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or		
5	adjudication shall not affect the remaining portions of the resolution which shall remain in full force and		
6	effect as if the portion so declared or adjudged invalid or unconstitutional was not originally a part of the		
7	resolution. Section 5. <i>Repealer</i> . All laws, ordinances, resolutions, or parts of the same that are inconsistent with the provisions of this resolution are hereby repealed to the extent of such inconsistency.		
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10	ADOPTED: November 15, 2022		
11	ATTEST:	APPROVED:	
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14	Susan Langley, City Clerk	Frank Scott, Jr., Mayor	
15	APPROVED AS TO LEGAL FORM:		
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17 18	Thomas M. Carpenter, City Attorney		
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