RESOLUTION NO. ________

A RESOLUTION TO ESTABLISH THAT IN ITS 2023 BUDGET, THE CITY OF LITTLE ROCK, ARKANSAS, WILL ASSURE THAT ENTRY-LEVEL POLICE CADETS WILL RECEIVE A SALARY COMMENSURATE WITH THAT OF A RECRUIT TROOPER WITH THE ARKANSAS STATE POLICE; AND FOR OTHER PURPOSES.

WHEREAS, there is a continued concern within the City of Little Rock, Arkansas (“the City”), with the need to fully staff the Certified Law Enforcement Officers needed for the Little Rock Police Department, and this need to hire new Police Officers is an issue of some concern in other jurisdictions throughout the United States; and,

WHEREAS, a careful review of the 2022 Police Operations and Data Analysis Report of the Little Rock Police Department conducted by the Center for Public Safety Management made several recommendations as to how to staff the Little Rock Police Department to fulfill the missions it has been assigned, or that are required of it by Arkansas State Law; and,

WHEREAS, the City should be able to compete to the best candidates as Certified Law Enforcement Officers within the State of Arkansas, and not potentially lose a candidate because of a higher starting salary with another agency; and,

WHEREAS, currently the starting salary for a Little Rock police recruit is Forty-Four Thousand, Six Hundred Thirty-Six and 80/100 Dollars ($44,636.80), and for an Arkansas State Trooper is Fifty-Four Thousand Dollars ($54,000.00), and it is believed that Little Rock Police Recruits should be offered a commensurate starting salary.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS:

Section 1. The City Manager, during the joint presentation of a budget with the Mayor, shall provide an expense analysis to the Mayor and Board of Directors, that reflects a commensurate starting salary for a recruit to the Little Rock Police Department to that of a recruit as an Arkansas State Police Trooper, without any consideration of any incentives otherwise provided by the City.

Section 2. By making the analysis requested in Section 1, the City Manager will also determine what impact that will have on the salaries of other Police Officers including, but not limited to, how it would impact step increases.

Section 3. Notwithstanding when the Mayor and City Manager will jointly present a proposed budget to the Board of Directors, the City Manager shall fulfill and present to the Mayor and members of the Board.
of Directors a proposed budget which meets the requirements of this resolution no less than seven (7) cal-
endar days to any 2023 Budget discussion which may result in the approval of the 2023 Annual City Budget.

Section 4. Severability. In the event any title, section, paragraph, item, sentence, clause, phrase, or
word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or
adjudication shall not affect the remaining portions of the resolution which shall remain in full force and
effect as if the portion so declared or adjudged invalid or unconstitutional was not originally a part of the
resolution.

Section 5. Repealer. 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.

ADOPTED: November 15, 2022

ATTEST:                     APPROVED:

____________________________________________________________________
Susan Langley, City Clerk     Frank Scott, Jr., Mayor

APPROVED AS TO LEGAL FORM:

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Thomas M. Carpenter, City Attorney

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