

RESOLUTION NO. 2021-1817

A RESOLUTION OF THE CITY OF AURORA, MISSOURI APPROVING A PAY INCREASE FOR POLICE DEPARTMENT PERSONNEL AND INCREASING THE BASE STARTING SALARY FOR POLICE OFFICERS

WHEREAS, the City of Aurora, Missouri (the "City"), is a City of the third class and political subdivision of the State of Missouri, duly created, organized, and existing under and by the virtue of the constitution and laws of the State of Missouri; and

WHEREAS, Law Enforcement Agencies nationwide have struggled to fill vacant Police Officer positions due to a shortage of applicants; and

WHEREAS, the City of Aurora has also faced similar challenges filling vacant positions within the Aurora Police Department and needs to ensure that the City of Aurora is competitive in attracting qualified law enforcement professionals; and

WHEREAS, a qualified, experienced, knowledgeable, and competent police force is vital for the safety and welfare of the Aurora community; and

WHEREAS, the Aurora City Council has determined the need to increase starting wages within the Police Department to promote recruitment and retention of qualified applicants for the Aurora Police Department; and

WHEREAS, the Aurora City Council has compared the base starting wage for Police Officers in surrounding communities; and

WHEREAS, the Aurora City Council has determined that an increase of 6% to the base starting wage for Non-supervisory Police Officers is needed at this time; and

WHEREAS, the Aurora City Council has determined it is appropriate to increase non-supervisory Police Officers' salaries by 6%; and

WHEREAS, the Aurora City Council will review additional wage increases for Police Officers in order to work toward parity with surrounding law enforcement agencies in regards to starting Police Officer wages during the annual budget discussions along with all annual wage increases for all other City of Aurora employees.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council for the City of Aurora, Lawrence County, Missouri:

Section 1: Beginning June 28th, 2021, the base starting wage for an Aurora Police Officer shall be \$16.88 per hr. and \$35,122 annually.

Section 2: The City Manager is directed to process a 6% increase for current non-supervisory Police Officers, to be effective June 28th, 2021.

PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF AURORA, MISSOURI THIS 22nd DAY OF JUNE 2021.

APPROVED:

Jason Lewis, Mayor

ATTEST:

Kimberly Breedlove, City Clerk