



Officer 1st Class

Council Discussion

July 21, 2015

Purpose

- Career Development
- Performance Accountability
- Retention
- Recruiting
- Added value for line personnel
- Horizontal career track vs. Traditional Vertical
- Pay incentive
- Morale



Requirements

- Time & Education (must meet one criteria below):
 - 8 years police experience with a Bachelor's Degree.
 - 10 years police experience with an Associate's Degree (or 60 semester hours).
 - 12 years police experience.
 - Any education must be from a regionally accredited university/college approved through the US Department of Education:
<http://ope.ed.gov/accreditation/>
- Combination of Specialty/Secondary Assignments as defined in the application.
- Must receive a Meets Expectations or Exceeds Expectations performance evaluation review for the previous 3 years.
- Disciplinary Review (must meet all criteria below):
 - No discipline exceeding 20 cumulative hours of unpaid time off within the past 3 years.
 - No discipline exceeding 30 cumulative hours of unpaid time off within the past 4 years.
 - No discipline exceeding 40 cumulative hours of unpaid time off within the past 5 years.
 - No demotion within the past 5 years.
 - No more than 2 at-fault accidents within the past 3 years.



Competencies

- Combination of specialty/secondary assignments
 - Required
 - a.CPR
 - b.All department mandatory training (Firearms, EVO, Asp, OC, Taser if assigned)
- Specialty/Secondary Assignments (6 years collective service)

- K-9	- FTO	- Hostage Negotiator
- Detectives	- Radar/Lidar	- Dive Team
- COP	- Task Force Officer	- Peer Support
- DARE	- SWAT	- Department Instructor
- Motors	- Bomb Squad	- CVSA Examiner
- DRE	- CIT	- CJC/FIT Certified
- Motor School	- Blood Tech	- Armorer
- Intoxilyzer	- Accident Investigator/Reconstructionist	



Written Examination

- Criminal Evidence – Constitutional Principles for Searches, Seizures, Interrogation and Identification. Rutledge, D., J.D. LawTech Custom Publishing (2012).
- The Ethics Challenge in Public Service – A Problem Solving Guide. Lewis, Carol W., Gilman, Stuart C. 3rd Edition (2012)
- National Incident Management System (NIMS), U.S. Department of Homeland Security (2008)
- USDOJ Problem Oriented Policing Guides: A Guide to Reducing Crime and Disorder Through Problem-Solving Partnerships; Researching a Problem; Using Analysis for Problem Solving
- Techniques of Crime Scene Investigation. Fisher, B.A.J., CRC Press, 8th Edition, 2012
- West Valley City Police Department Policies and Procedures



Pay Scales

Area Police Pay (100+ Officers)

- *Salt Lake City PD*
 - Entry: \$18/hr.
 - @ 8 yrs.: \$31.43 to \$33.00/hr.
- *Unified Police Department*
 - Entry: \$18.64/hr.
 - @ 8yrs.: \$25.89 (max @ \$28/hr.)
- *West Jordan PD*
 - Entry: \$19.32/hr.
 - @8yrs.: \$27.19 (max @ \$31.53/hr.)

West Valley City PD (208 Ofc.)

- Entry: \$18.63
- @ 8yrs.: \$25.35
- Max: \$27.69
- Ofc. 1st Class: \$28.79 to \$30.84
 - Max attained @ Step 3 (12 to 15 years of service)



Costs

- Officer 1st Class Program
 - All eligible @ 8 yrs.: \$144,000
 - All eligible @ 10 yrs.: \$95,000
 - All eligible @ 12 yrs.: \$67,000

- Estimated actual cost for FY 15/16 \approx \$67K to \$95K