

CITY OF SAN ANSELMO

RESOLUTION NO. 1156

A RESOLUTION ESTABLISHING AN INCENTIVE COMPENSATION SYSTEM
FOR MEMBERS OF THE POLICE AND FIRE DEPARTMENTS.

WHEREAS, the City Council has determined that the public interest, safety, and welfare will be materially enhanced if members of the Police and Fire Departments are offered special compensation as an inducement toward improving their various skills by study, etc.,

NOW, THEREFORE, be it resolved as follows: "Personnel employed in the Police and Fire Departments in all job classifications with the exception of department heads shall be eligible for a five (5) per cent salary incentive step increase provided that they meet the following experience and educational requirements set forth below."

REQUIREMENTS:


1. A minimum of five (5) years with the San Anselmo Police or Fire Department.
2. Two (2) years of college work (equivalent to 60 accredited units) in Police Science or Fire Science courses, OR, an Associate Arts (A.A.) Degree in Law Enforcement or Fire Science. Courses or degrees shall be approved studies recognized by the Commission on Peace Officer Standards and Training (FOST) or in the case of fire courses, as a course included in the California State Uniform Fire Science Curriculum, OR related education that is accepted by Commission on FOST, of the State of California.
3. In order to retain the five (5) per cent salary incentive step increase, police and fire personnel shall be required to complete a minimum of twenty (20) hours of classroom training each year in approved law enforcement or fire science courses, obtain a passing or satisfactory grade and continue to meet the performance standards of the department. If an employee fails to meet these provisions, his salary shall be reduced one salary step or five (5) per cent. An employee shall not be eligible to requalify for the incentive pay step for one year.

The required education and training shall be taken on the employee's own time and at no cost to the city. Incentive increases shall be made effective only at the beginning of a budget year. Provisions of this resolution shall be in full force and effect after July 1, 1967.


ANITA GANNON, CITY CLERK

The foregoing resolution was duly introduced and passed at a regular meeting of the San Anselmo City Council held in said city on the 11 day of July, 1967, by the following vote, to-wit:

AYES: COUNCILMEN: Scott, Capurro, Ragan, Reichmuth, Smith
NOES: COUNCILMEN: None
ABSENT: COUNCILMEN: None


ANITA GANNON, CITY CLERK