

Police Committee Minutes

Tuesday, July 28, 2020

10:00 a.m.

Town Hall

Members Present: J. Auxer, L. Robertson, Cheryl Roberts, mark Everhart

Staff Present: Chief Mike King, Officers Jake Jeffries, Casey Yonkers, and Doc Moats.

Absent: None

Visitors: Chazz Printz

1. Meeting was called to order by Mayor Auxer at 10:02 a.m.
2. Approval of minutes – **M. Everhart – move to approve the minutes. No objections noted.**
3. Patrolman compensation –

Mayor Auxer asked town attorney, Chazz Printz, to sit in on the meeting. The committee was provided information from the Chief regarding wages/benefits from other departments in the area. The officers each spoke-

J. Jeffries – we have a good police department here. Some will be retiring soon, and in the past we've had a hard time replacing officers whom have left due to the pay grade. Concerned about the pay discrepancy in the surrounding area. We care about Shepherdstown and he wants to retire here. We need to be able to get competent cops.

C. Yonkers – we make less than other places, and some will retire soon. This is a very community police orientated town and we are not

heavy-handed. We have quality officers here and the benefits we have, other towns have them as well –just not the salary. Most places start a non-certified officer at \$46K, and a certified one at \$47K. It's hard to get cops in this current environment.

Doc Moats – to get cops to apply here, we have to increase the pay. Less desirable cops apply to our lowest starting salary. There have been no valid complaints against the SPD. We need cops that know h deescalating techniques. He is for the pay increase and also a step-up pay schedule, and fill the open sergeants position. The benefits here are great, but they are at other departments. The cruisers and equipment are top notch. Would like to see a shift-differential for nightshift. We should compile an eligibility list so when there is an opening, we can pull from that list and for availability. We cover 24/7 with 5 officers to take care of the town – that's bare minimum. Our part-time guys are only available at their convenience. He feels guilty when he can't fill in.

Chief – dreads when there is an opening as it's a nightmare to fill it. It is increasingly difficult to hire qualified officers. We don't hire uncertified cops. He commends the current staff.

Mayor – we should fill the sergeants position.

M. Everhart – can see that L. Robertson would like to move to go into Executive Session, but feels like we shouldn't for transparency.

L. Robertson – moves to go into Executive session at 10:29 a.m. No objections noted. (All vacated the meeting room except the C. Printz and the members of the Police Committee).

(The officers were invited to return before coming out of session)

M. Everhart – move to come out of Executive session at 11:19 a.m. No objections noted.

L. Robertson – move to recommend to the Finance Committee effective July 1, 2021 a starting salary of \$47,500 for new hires.

Effective September 1, 2020, a \$1,000.00 raise for current officers with the Police Committee to revisit each quarter to reevaluate the current officers salaries. Also, a shift differential to be \$1.50 for nightshift. No objections noted.

The officers thanked the Police Committee.

4. Residential Parking Enforcement –

Mayor stated this would restart August 17th – based on when the SU students return to campus

L. Robertson – moved to adjourn at 11:23 a.m. No objections noted.

Respectfully Submitted by Lori Robertson.