

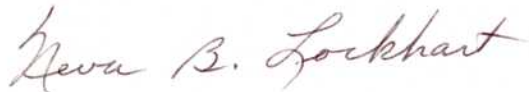
Police Pension Board Meeting
November 28, 1988

Present: Lt. Harvey Gorby, Finance Director Allen Sartin, City Manager Mark Achen, and City Clerk Neva Lockhart. Also present were Claudia Hazelhurst, Personnel Director, and John Dickey and Fred Landry, retired Police Department Detectives.

The meeting was called to consider the request by John Dickey to reinstate the Detective rank back to 5% above the Police Patrolman rank. Mr. Dickey indicated that from 1978 until 1986 they had received this pay differential. He requested the pay differential retroactive to January 1, 1988.

There was discussion regarding the history of rank escalation and where the retired Detectives were in the pecking order. It was concluded that before making a decision on the request, further investigation was necessary regarding any other similar situation.

The meeting was adjourned.



Neva B. Lockhart
Secretary

November 28, 1988

MEMORANDUM

DATE: November 3, 1988

TO: John Bennett, Mayor

FROM: Claudia Hazelhurst, Personnel Director *Ch*

SUBJECT: Inquiry Concerning Police Pensioner John Dickey

This is in response to your inquiry of October 31, 1988, concerning Police Pension recipient, John Dickey.

Mr. Dickey retired from the Police Department in 1962 as a Detective. When Mr. Dickey retired, he was eligible for a pension equivalent to one half of his salary at the time of retirement as well as rank escalation. Rank escalation provides for the pensioner to receive one-half of the change in salary from the level it was at the time of retirement to that which the position is paid today. We have tied Mr. Dickey's salary to that of Detective. It is my understanding that Mr. Dickey has suggested that his rank escalation be tied to a higher paid position, such as that of Captain, since the Detective position was paid the same as Captain during his employ.

The Detective classification is one which has gone through a number of changes in the last 25 years. There have been occasions when the classification was abolished, when it was paid a special assignment rate of 5% above Police Officer and when it was paid the same as Police Officer.

According to our records, Mr. Dickey was hired in January, 1938, resigned in February, 1942 and was rehired in May, 1942. Though my records don't verify this, I assume Mr. Dickey worked as a Police Officer from 1938 until 1946. From 1946 to 1953 he worked as a Sergeant, from 1953 to 1954 as a Captain and from 1954 to 1962 as a Detective. He retired in October, 1962, as a Detective. The move from Captain to Detective is admittedly irregular given our current position hierarchy.

In looking over our classification schedules from 1951 forward, Captains and Detectives were paid at the same rate up until 1957. When Dickey made the move from Captain to Detective in 1954, it was lateral with no pay change. In 1957, Detectives and Lieutenants were paid at the same rate and Captains were paid higher. In 1968, Detective Sergeants and Detective Lieutenant classifications were created and the Detective classification dropped. In 1970, the Detective class was re-instituted and the Detective Sergeant and Detective Lieutenant dropped. In 1975, the Detective class was dropped again. A 5% pay differential was added to persons working in Detective capacities in 1977 and that differential was dropped in 1986.

As you are aware, municipal operations have changed a great deal in the

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past 25 years due to changing philosophies and agendas among Councils and administrations, changes in service demands, growth, technological change, etc.. With operational changes come similar changes in the type of positions required and the value of particular positions in relation to others. This may account for the change in the status of Detective in relation to Captain and Lieutenant. In any case, the Police Pension Board has not taken the position of trying to define the content of retirees' former positions but has instead relied on the rank and titles of positions for rank escalation purposes.

Mr. Dickey, in concert with other pensioners, approached the Police Pension Board in 1975 and again in 1976 concerning the position to which we were comparing for rank escalation purposes. In 1975, the Detective classification was abolished. At that time, incumbents working in Detective assignment were classified as Police Officers. The pensioners were treated similarly. In 1976, these retirees requested that they receive the 5% pay differential that those serving as Detectives would be receiving in 1977. The request was granted. In 1986, the 5% pay differential was dropped for those serving in Detective capacity. The pensioners were treated similarly for rank escalation purposes.

I certainly understand Mr. Dickey's confusion over the matter of rank escalation. However, it is doubtful that the Police Pension Board would place itself in a position of making subjective judgments about the comparability of historical job tasks to those performed currently. By the same token, I do not believe it is the Board's desire to provide its retirees with less than they are entitled. Therefore, should Mr. Dickey wish to again approach the Police Pension Board concerning this matter, we would be happy to discuss his concerns with him.

Should you need further information, please let me know.

/ch

cc: Mark Achen
Allen Sartin
Lt. Gorby, "Old Hire" Police Pension Board Chairman
Neva Lockhart, "Old Hire" Police Pension Board Secretary