



# MEETING AGENDA



District 1  
Matthew Wilson

District 2  
Raevan Howard  
Alternate

District 3  
Norman Crow

District 4  
Lee Busby

District 5  
Kip Tyner  
Member

District 6  
John Faile  
Chairperson

District 7  
Cassius Lanier  
Vice Chairperson

## Council Administration and Policy Committee Meeting Agenda

Tuesday, October 17, 2023 Daugherty Conference Room 4:00 p.m.

TOPIC	PRESENTER	SUPPORTING MATERIAL
<b>Approval of Minutes</b>		
<b>NEW BUSINESS</b>		
1. Ordinance amending the one-time retention bonus for Tuscaloosa Police Officers	<b>Scott Holmes</b>	2-4
2. Approval of contract with Industrial Organizational Solutions, Inc. for the assessment centers for the Police promotional process	<b>LaShonda Herbert</b>	5
3. Resolution authorizing creation and implementation of Children's Toys for Parking Tickets Program – Toys for Tots	<b>Jessica Junkin</b>	6-7
<b>ADJOURN</b>		

APPROVED AS TO FORM

\_\_\_\_\_  
Office of the City Attorney

Prepared By: SBH  
Requested: Admin Date: 10/17/23  
Council Presentation: 10/24/23  
Suspension of Rules: No

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE AMENDING THE ONE TIME RETENTION BONUS FOR TUSCALOOSA POLICE OFFICERS

BE IT ORDAINED BY THE CITY COUNCIL OF TUSCALOOSA Ordinance 9410 establishing the one-time retention bonus for Tuscaloosa Police Officers is amended as set out below:

AN ORDINANCE ESTABLISHING A ONE TIME RETENTION BONUS  
FOR TUSCALOOSA POLICE OFFICERS  
(OCA- 23-0870)

BE IT ORDAINED BY THE CITY COUNCIL OF TUSCALOOSA that a retention bonus for Tuscaloosa Police officers is hereby established as follows:

SECTION ONE: ONE-TIME RETENTION BONUS

1. Eligibility: Officers employed in the following Tuscaloosa Police Department positions on the effective date of this ordinance shall be awarded a one time bonus of \$10,000.00 which shall be treated as employee wages:
  - (a) Police Patrol Officer, Recruit (to be paid upon completion of Phase 4 of training)
  - (b) Police Patrol Officer
  - (c) Police Sergeant
  - (d) Police Lieutenant
  - (e) Police Captain
  - (f) Assistant Police Chief
  - (g) Police Chief
2. Amount: Each eligible officer shall receive a one-time retention bonus in the amount of \$10,000, subject to applicable withholdings.
3. This one time bonus shall be in addition to any bonus eligible officers may be entitled to under Ordinance 9351.
4. **Any eligible officers electing to receive the retention bonus must apply prior to November 1, 2023. Except as set out below, the retention bonus will end on November 1, 2023.**

5. **Any officer who was in phases on August 1, 2023, who wishes to apply for the retention bonus must do so within one month of completing phases.**

#### SECTION TWO: TWO-YEAR RETENTION BONUS AGREEMENT

1. Agreement Requirement: To receive the retention bonus, eligible police officers must sign a two-year retention agreement committing to serve with the Tuscaloosa Police Department for a continuous period of twenty-four months.
2. Repayment Obligation: If an officer who received the retention bonus leaves the Tuscaloosa Police Department before completing the full two-year agreement period, he or she shall be obligated to repay the full bonus amount received.
3. Repayment Schedule: Repayment shall be made in full within thirty (30) days of the officer's separation from the TPD.
4. Repayment Methods: The City of Tuscaloosa may deduct the repayment amount from the officer's accrued AVAIL balance and/or their final paycheck, and may pursue legal action to recover the outstanding balance, if necessary.

#### SECTION THREE: STRATEGIC REVIEW TASK FORCE

The Chairpersons of the Public Safety Committee, Administrative Committee, and Finance Committee shall form a strategic review task force which shall monitor and review the implementation of the one-time retention bonus and its impact on the staffing levels within the Tuscaloosa Police Department.

In addition, the task force shall work directly with the Mayor in the creation of a strategic plan for the Tuscaloosa Police Department. The strategic plan shall be submitted to the Tuscaloosa City Council no later than August 1, 2024.

The strategic plan shall include, but not be limited to the following areas:

1. Mission Analysis
2. Staffing models
3. Compensation and benefits
4. Officer and staff morale and working conditions
5. Recruiting strategies
6. Vehicles, technology, and equipment

The members of the task force shall be:

1. Councilmember Lee Busby
2. Councilmember John Faile
3. Councilmember Raevan Howard
4. Mayor Walt Maddox

The members of the task force shall meet no less than once per month and shall have administrative support from the Office of City Council and the Office of Mayor. The task force shall be chaired by a Councilmember.

With adoption by the City Council, the task force shall be able to engage for professional services in order to receive independent reviews, analysis, and recommendations.

The task force shall be subject to and comply with the Alabama Open Meetings Act.

**SECTION FOUR: EFFECTIVE DATE AND PAYMENT**

This ordinance shall be effective upon publication. Payment of the retention bonus shall be September 8, 2023, or such subsequent pay period following the execution of the required agreement.

FUNDING REQUIRED:  Yes  No

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By: \_\_\_\_\_  
Chief Financial Officer

**COUNCIL ACTION**

Resolution \_\_\_\_\_  
Ordinance \_\_\_\_\_  
Introduced \_\_\_\_\_  
Passed \_\_\_\_\_  
2<sup>nd</sup> Reading \_\_\_\_\_  
Unanimous \_\_\_\_\_  
Failed \_\_\_\_\_  
Tabled \_\_\_\_\_  
Amended \_\_\_\_\_  
Comments: \_\_\_\_\_

**Memorandum**

Date: October 17, 2023

To: Administration and Policy Committee

From: LaShonda Kemp Herbert  
Chief Human Resources Officer

Re: Professional services contract with Industrial/Organizational Solutions, Inc.

**Summary:**

This is a request to enter into a professional services contract with Industrial/Organization Solutions, Inc. for the assessment centers for the Tuscaloosa Police Department promotional Process.

**Funding Source:**

This item is budgeted in Human Resources, Outside Services.



RESOLUTION

RESOLUTION AUTHORIZING CREATION AND IMPLEMENTATION OF CHILDREN’S TOYS FOR PARKING TICKETS PROGRAM – TOYS FOR TOTS

(OCA-23-1416)

WHEREAS, the Tuscaloosa City Council recognizes and determines that provision of children’s toys for the Toys for Tots program promotes a valid and important public purpose and promotes the prosperity and general welfare of the community; and,

WHEREAS, the Tuscaloosa City Council further determines that accepting children’s toys in lieu of monetary payment for the satisfaction of overtime parking tickets serves a valid and important public purpose and promotes the prosperity, contentment, and general welfare of the community.

NOW, THEREFORE, IN CONSIDERATION OF THE ABOVE DETERMINATIONS, THE CITY COUNCIL RESOLVES AS FOLLOWS:

1. That there is hereby created a Children’s Toys for Parking Tickets 2023 Program (hereinafter, “the Program”), whereby children’s toys may be accepted in lieu of monetary payment for overtime parking citations.
2. That the Program time period shall be from November 6, 2023 until December 8, 2023.
3. That children’s toys donated to the Program valued at \$10 or greater shall satisfy one (1) \$18 overtime parking ticket; that children’s toys donated to the Program valued at \$20 or greater shall satisfy two (2) \$18 overtime parking tickets; and so on.
4. That City staff is authorized to promulgate and advertise a list of acceptable children’s toys and assigned values.
5. That all children’s toys received within the established time period shall be donated to the Toys for Tots organization and thereafter distributed at the organization’s discretion.

FUNDING REQUIRED:  Yes  No

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By: \_\_\_\_\_  
Chief Financial

**COUNCIL ACTION**

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