

## Town of Windsor

### Memorandum

May 14, 2013

**TO:** The Honorable Mayor and Town Council

**FROM:** Michael Stallings, Town Manager MS

**SUBJECT:** Budget Presentation

As you are aware, I have submitted to you my budget and CIP proposal for the upcoming fiscal year. At this point on the agenda I will give Council a presentation on my budget and CIP proposal.

Attached you will find a proposed change to the salary adjustments within the Police Department. I support this change, and if Council approves it, I will adjust the appropriate budget pages and ensure that Council receives the updated Pages.

This is for Council's discussion.

# Town of Windsor

## Memorandum

May 9, 2013

**TO:** Michael Stallings, Town Manager  
The Honorable Mayor Richardson and The Windsor Town Council

**FROM:** A.V. Reynolds, Chief of Police

**SUBJECT:** Performance Based Raise

Sir,

As previously discussed, I am requesting that I be granted the authority to take the FY 2013-2014 salary increase of 4% total and distribute that based on the individual employees performance. The increase to the individual employee will be based on the recently completed employee evaluations. Although some employees may be getting more than a 4% increase based on his or her performance last year, the total amount of increase in the salaries line item will not exceed the 4% increase authorized by Council.

The below table will illustrate the request as it pertains to the individual employee.

<i>Officer Name</i>	<i>Rate (Approx.)</i>	<i>Amount</i>
First Sergeant Rodney Daniel Riddle	4.75	\$43,995
Sergeant Detective Grafton Parker Jernigan	4.75	\$42,424
Officer Wiliford Dewey Owens	4.00	\$44,335
Officer Joshua Lee Harris	3.00	\$40,685
Officer Jason Donovan Turner	3.40	\$40,714

This reduces the total salary cost for the Police Department by \$21.43.

In all jurisdictions and private corporations, a supervisor has some staff that excels and perhaps some that need to be cultivated further. Supervisors throughout this country are faced every year with a very demoralizing trend that I wish to eliminate from my department effective immediately. As you are aware, in many jurisdictions, when a pay raise given, it is given as an "Across the Board" pay raise. This is done in the interest of being fair to all employees. I

believe that not only is this a horrible trend, but the complete opposite of being fair to employees. I am a strong advocate of "Performance Based Incentives." I do not believe an employee that does only what is required within his pay grade should be rewarded the same as an employee that takes initiative to complete tasks that need to be done that are above and beyond simply what is required. I can tell you from experience that when I was coming up through the ranks, nothing bothered me more than seeing someone get the same benefits increase that I was receiving that was not performing at the same level or had the same responsibilities. It was completely demoralizing and caused me to question my own hard work and sacrifice. Compression in today's workplace is also an ever-growing problem, and I would like the opportunity to stop it before it starts.

All of my officers are talented and hardworking. Thank you for allowing me the opportunity to reward those that go above and beyond what is expected. I am confident that showing that over achievement is still rewarded will have a positive impact on those that could perform better.

Furthermore, the Town of Windsor, specifically the Windsor Town Council has treated this police department with a great deal of support and made sure that everything that can be done to recognize and reward my staff's hard work and dedication was done. During my time with the Windsor Police Department the economy has been in a bad situation, and the Windsor Town Council and the Town Manager has always done their very best to reward our hard work and sacrifice.

I would like to take this opportunity to publicly state that the Town Manager, Michael Stallings and the Windsor Town Council are the primary reasons that this agency is succeeding. We are still in our infancy stage, but only due to the time we have existed. I think we are far ahead of many other jurisdictions, and have been blessed to be under the control of such great leaders that truly do make "Committed to Community" a way of life. Our taxpayers should really look hard at the way we plan, save, and operate as compared to other local governments in Virginia. We are setting the example, and I think they are proud of us for our hard work. We will never be able to please every resident and that is ok. It is ok because even when they are displeased, we still care enough to listen and try to make things right.

Yours In Service,

Chief Vic Reynolds