
CHAMPAIGN POLICE DEPARTMENT

POLICY and PROCEDURE

POLICY NUMBER: 22.1

SUBJECT: COMPENSATION

EFFECTIVE DATE: 10/01/09

REVISED DATE:

REFERENCE ILEAP: PER.03.01

INDEX AS:

22.1.1 DEPARTMENT SALARY PROGRAM

PURPOSE:

The purpose of this policy is to provide a description of the Department's salary program, to provide for an annual review of the salary program, and to describe the conditions under which different kinds of salary augmentation could be provided.

POLICY:

22.1.1 DEPARTMENT SALARY PROGRAM

A. The Department's salary program is established and controlled by the Article 7 of the Police Labor Agreement and Article 9 of the AFSCME Labor Agreement. The salary program addresses the following areas:

1. Entry level salaries.
2. Salary differential within ranks.
3. Salary differential between ranks.

B. Elements of the salary program for Department employees who are members of a collective bargaining unit are determined through negotiations between the bargaining unit and the City of Champaign.

C. As a part of the negotiations process, the Chief of Police normally provides input to the City of Champaign Human Resources office as to the changes recommended in the salary program.

D. Elements of the salary program for all other Department employees include:

1. City of Champaign position classification.
2. City of Champaign salary plan for non-bargaining unit employees.
3. Job descriptions.
4. Performance evaluations.

E. The use of compensatory time is established in Article 6 of the Police Labor Agreement and Article 8 of the AFSCME Labor Agreement.

F. The Department's overtime policy is established in Article 5 of the Police Labor Agreement and Article 7 of the AFSCME Labor Agreement.

ISSUING AUTHORITY



R.T. Finney
Chief of Police
Champaign Police Department
