

**RESOLUTION NO. 2025 – 53**

**TO UPDATE THE POLICY FOR COMPENSATION FOR TRAFFIC HOMICIDE INVESTIGATORS**

WHEREAS, the men and women of the City of Cullman Police Department wear their uniforms with dedication, honor and integrity as they protect and defend the community in which they serve; and

WHEREAS, the City Council proudly supports all law enforcement officers and the selfless job in which they perform daily; and

WHEREAS, the City Council recognizes the public need and commitment in backing and strengthening the Police Department's Traffic Homicide Investigation Unit ("THI") to produce and attain highly-trained and positively-motivated police officers capable of meeting the high expectations of professional police service of the City of Cullman Police Department; and

WHEREAS, the City Council recognizes that it is imperative from a public safety point to acknowledge the strong and experienced participation of the officers in the THI program; and

WHEREAS, the City Council desires to provide a formal pay incentive for officers who officially serve, while on shift, in a role as a Traffic Homicide Investigator ("THI"); and

WHEREAS, the City Council recognizes the importance to the community and law enforcement as a whole to encourage continued participation in the THI program while being employed with the City of Cullman Police Department; and

WHEREAS, those officers who actively participate in the THI unit and have successfully passed certifications as a Traffic Homicide Investigator or Advanced Traffic Homicide Investigator shall receive an increase of fifty cents in his or her hourly wage over their base pay; and

WHEREAS, those officers who actively participate in the THI unit and have successfully passed certifications as a Traffic Homicide Reconstructionist shall receive an additional increase of one dollar in his or her hourly wage over their base pay; and

WHEREAS, the Traffic Homicide Investigation unit shall be comprised of a maximum of five officers; and

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CULLMAN, ALABAMA, the Traffic Homicide Investigators Program shall be conducted under this updated Traffic Homicide Investigation policy for the Cullman Police Department.

ADOPTED BY THE CITY COUNCIL, this the 23rd day of June, 2025.

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President of the City Council

ATTEST:

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City Clerk

APPROVED BY THE MAYOR, this the 23rd day of June, 2025.

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Mayor

## **TRAFFIC HOMICIDE INCENTIVE POLICY FOR THE CITY OF CULLMAN**

For appointment to the Traffic Homicide Investigation Unit, officers are required to attend and successfully complete up to three levels of advanced training as outlined by IPTM (Institute of Police Technology and Management).

**Level 1 - Traffic Homicide Investigator** - 80 hours of required training to achieve this certification and title Advanced training to become certified as a Traffic Homicide Investigator include physical evidence on the roadway, physical evidence from the vehicle, human element occupant kinematics, principals and equation crash scene photography, traffic templates, measuring and scale diagramming, advance driver and witness interviews, information analysis and case preparation.

**Level 2 - Advanced Traffic Homicide Investigator** - Be certified as a Traffic Homicide Investigator and a additional 80 hours of advanced training to achieve this certification and title of Advanced Traffic Homicide Investigator. Advanced training to become certified as an Advanced Traffic Homicide Investigator includes the required training as a Traffic Homicide Investigator and speed estimates from kinetic energy, skid mark scuff marks, and airborne situations, vehicle dynamics, and motion, time, distance, and motion equation conservation of momentum equations, center of mass equations, vehicle lamp examinations, tire damage evaluations, vector sum analysis.

**Level 3 - Traffic Homicide Reconstructionist** - Be certified as a Traffic Homicide Investigator and Advance Traffic Homicide Investigator with an additional 80 hours to advanced training to achieve this certification and title Traffic Homicide Reconstructionist. Advanced Training to become certified as a Traffic Homicide Reconstructionist include all the required training as a Traffic Homicide Investigator, Advanced Traffic Homicide Investigator and derivation and origin of the commonly used speed formulas, speed of vehicles at impact using conservation of linear momentum, behavior of vehicles in a collision using Newtons three laws of motion, intro for commercial vehicles and motorcycles dynamics in collisions, determination of direction of travel, initial contact and position of vehicles on roadway.

No more than five officers (agency wide) are eligible for selection to the Traffic Homicide Investigation unit. Officers who have that appointment and who have successfully passed certifications for level 1 or level Traffic Homicide Investigator or Advanced Traffic Homicide Investigator, are eligible for an additional 50 cent over base pay. An officer with Traffic Homicide Reconstructionist is eligible for an additional \$1.00 which includes the prior 50 cents over base pay. A maximum of two duty incentives can be received per officer.