

RESOLUTION NO. 2026 – 05

TO ADOPT A POLICY FOR COMPENSATION FOR CERTIFIED TRAINING OFFICER

WHEREAS, the men and women of the City of Cullman Communications 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 Communication personnel 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 Communication Department's Certified Training and Evaluation Program for all new employees in order to produce and attain highly trained and positively motivated telecommunicators capable of meeting the high expectations of professional service of the City of Cullman Communications Department; and

WHEREAS, the City Council recognizes that it is imperative from a public safety point to acknowledge the strong and experienced participation in the CTEP by supervising telecommunicators to coordinate, train and monitor a successful educational opportunity for all new telecommunicators; and

WHEREAS, the City Council desires to provide a formal pay incentive for telecommunicators who officially serve, while on shift, in a training role as a Certified Training Officer ("CTO") to encourage those training personnel to serve as a role model in the development of the knowledge, skills and abilities of new telecommunicators; and

WHEREAS, the City Council recognizes the importance to the community and Communications as a whole to encourage continued supervisory participation in the CTEP to provide experience, guidance, and leadership to the recruit telecommunicator so that he or she may become a professional and productive solo telecommunicator employed within the City Communications Department; and

WHEREAS, those telecommunicators who actively participate in the CTEP, not to exceed a maximum total of six telecommunicators, shall receive an increase in his or her hourly wage by seventy-five cents (\$0.75) per hour; and

WHEREAS, the supervisor who actively coordinates and supervises the CTEP, not to exceed a maximum total of one supervisor, shall receive an increase in his or her hourly wage by one dollar (\$1.00) per hour; and

WHEREAS, the Certified Training and Evaluation Program shall be conducted under the policy of the Cullman Communication Department, or as amended hereafter by the Department; and

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CULLMAN, ALABAMA that this Resolution for Compensation under the Certified Training and Evaluation Program will become effective for the pay period beginning on October 22, 2025.

ADOPTED BY THE CITY COUNCIL this the 13th day of October, 2025.

ATTEST:

President of the City Council

City Clerk

APPROVED BY THE MAYOR this the 13th day of October, 2025.

Mayor