

**RESOLUTION NO. 2025 – 11**

**TO UPDATE THE POLICY FOR COMPENSATION FOR FIELD TRAINING OFFICERS**

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 Field Training and Evaluation Program (“FTEP”) for all recruit officers in order 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 in the FTEP by supervising officers to coordinate, train and monitor a successful educational opportunity for all recruit officers; and

WHEREAS, the City Council desires to provide a formal pay incentive for officers who officially serve, while on shift, in a supervising and training role as a Field Training Officer (“FTO”) to encourage those supervising officers to serve as a role model in the development of the knowledge, skills and abilities of recruit officers; and

WHEREAS, the City Council recognizes the importance to the community and law enforcement as a whole to encourage continued supervisory participation in the FTEP to provide experience, guidance, and leadership to the recruit officer so that he or she may become a professional and productive solo police officer employed within the City of Cullman Police Department; and

WHEREAS, those officers who actively participate in the FTEP, not to exceed a maximum total of eight officers, 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 FTEP, 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

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CULLMAN, ALABAMA, the Field Training and Evaluation Program shall be conducted under the policy of the Cullman Police Department, Procedure 3.702, or as amended hereafter by the Department.

ADOPTED BY THE CITY COUNCIL, this the 9<sup>th</sup> day of December, 2024.

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President of the City Council

ATTEST:

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City Clerk

APPROVED BY THE MAYOR, this the 9<sup>th</sup> day of December, 2024.

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Mayor