

August 9, 2007

Honorable Mayor and Members of
The Hermosa Beach City Council

City Council Meeting of
August 14, 2007

Approval of a Revision to the Personnel Allocation for the Police Department

Recommendation

Staff recommends that the City Council approve the revised personnel allocation for the Police Department replacing one Police Officer position with one Police Sergeant position.

Background

The Police Department personnel allocation plan included a total of twenty eight (28) Police Officer positions and seven (7) Police Sergeant positions.

The Police Department recognized a need to improve weekend and nighttime supervision. The system established allowed for officers to serve as "acting Watch Commanders" during peak times and on weekends, when support staff and management oversight were minimal. Acting Watch Commanders are given an additional \$3.37 per hour in compensation while serving in that capacity.

In an effort to improve the supervisory coverage, the Department changed the Sergeants' schedule to coincide with the peak times and weekends that had previously been covered by watch commanders. This change was made in an effort to provide the busiest shifts with properly trained and experienced Sergeants who are able to make important decisions, monitor our risk exposure and to provide leadership and direction to the officers during these busiest times. The Department received authorization to appoint an acting sergeant on a trial basis to assist in coverage.

Analysis

This acting position has operated for nearly three months and has proven very valuable. We have been able to increase the Sergeant coverage on nights and weekends and decreased the need to utilize officers as "acting watch commanders". Therefore the Department requests this upgrade and change in allocation to allow for a total of eight (8) sergeants, thus reducing the officer allocation by one.

The additional cost to promote one police officer to police sergeant is approximately \$12,254 per year. However, this cost will be offset by a reduction in the number of hours paid for acting watch commanders. The savings in watch commander premium is

estimated to be approximately \$7,100 making the net additional cost to be approximately \$5,154 per year.

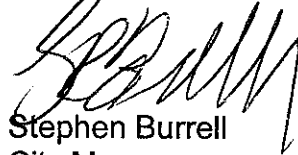
This change does not add any new personnel and maintains existing staffing levels.

Respectfully Submitted:



Michael Earl
Personnel & Risk Management Director

Concur:



Stephen Burrell
City Manager

Noted for Fiscal Impact:



Viki Copeland
Finance Director