



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: November 7, 2017

DEPARTMENT: ADMINISTRATION/HUMAN RESOURCES DIVISION

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES OFFICER,
ADELE FRESE, CHIEF OF POLICE

SUBJECT: FY 17/18 WORKFORCE ALLOCATION ADJUSTMENT

RECOMMENDED MOTION:

A motion to approve a Resolution adjusting the FY 2017/18 workforce allocation for the Police Department.

RECOMMENDATION:

Staff recommends that the City Council adopt a Resolution authorizing one additional Assistant Chief of Police.

BACKGROUND:

The approved workforce allocation for the Police Department for FY 17/18 included two Deputy Chiefs of Police. Council previously approved the classification of Assistant Chief of Police in July 2017 in place of a vacant Deputy Chief position. After finalizing the organizational structure for the Police Department's new policing strategy, it will be necessary to fill a second Assistant Chief of Police. This position will replace the second Deputy Chief position, with an anticipated vacancy within fifteen months. However, it is critical to fill the position now as the Department prepares to implement the new policing strategy. The new organizational structure replaces the Deputy Chief positions with at-will Assistant Chief positions. One position will oversee Field Operations and the second position will oversee Investigations. Both positions will report to the Chief and be responsible for the day-to-day activities of their assigned divisions. The new structure allows for more accountability at the top-level and is more in line with the role of the second-in-command with the local jurisdictions.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (SEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The Deputy Chief positions are funded from the General Fund. The first Assistant Chief of Police position will be funded with one currently vacant Deputy Chief position. The second position will be funded through salary savings from vacant Police Department positions until the second Deputy Chief position becomes vacant. The Department currently has three vacant Sergeant positions and anticipates five Commander vacancies because of retirements within the next twelve to fifteen months from which the second position can be funded. In short, no new money is required for this position.

ATTACHMENTS:

Resolution

RESOLUTION NO. _____ (N.C.S.)

RESOLUTION APPROVING FY 17/18 WORKFORCE ALLOCATION ADJUSTMENT

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the FY 17/18 workforce allocation for the Police Department is adjusted to reflect two Assistant Chiefs of Police.

PASSED AND APPROVED this 7th day of November 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk