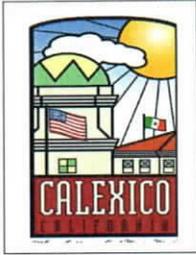


AGENDA
ITEM

11



AGENDA STAFF REPORT

DATE: November 6, 2019

TO: Mayor and City Council

APPROVED BY: David B. Dale, City Manager *DD*

PREPARED BY: Gonzalo C. Gerardo, Police Chief

SUBJECT: Authorize New Position Allocation for (1) Additional Police Lieutenant and Authorize In-House Testing of Police Lieutenant

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Recommendation:

Authorize New Position Allocation for (1) Additional Police Lieutenant and Authorize In-House Testing of Police Lieutenant.

Background:

The City of Calexico Police Department currently has a vacant unfunded Police Lieutenant position since March of 2018. The Calexico Police Department's current chain of command structure has one Chief, an Operations Lieutenant, and a Support Services Lieutenant. The Chief of Police and the current Police Lieutenant have been working extra duties to make up for the vacant position.

Discussion & Analysis:

This position would be opened in house only and considered an internal promotion. Police Sergeants and Police Officers who are currently employed and hold a Supervisory P.O.S.T. Certificate or a Police Officer with a bachelor's degree or higher and an Advance P.O.S.T. Certificate would be eligible to apply. Testing would commence and be administered by a contracted testing facilitator.

Although the cost savings appears to be counter-intuitive, it has been estimated that due to an internal promotion one current non-exempt Sergeant or Police Officer position would become an exempt employee not eligible to receive overtime compensation. Theoretically, this could save the City approximately \$50,000 in salary and benefits, mostly by reducing overtime expenses.



If this request is approved and the in-house promotion is successful, staff will request at a later date that (1) police officer position to be removed from the budget to keep in line with the salary savings. It will be revisited during the budget process for FY 2020-21. If it is determined after the testing that there are no qualified in-house personnel for the Lieutenant position, it will not be filled and staff will request that the Lieutenant position be removed from the budget for this fiscal year.

Fiscal Impact:

Calculated General Fund savings of \$50,000 annually.
Expenditure on the testing process not to exceed \$15,000.00 pending on the testing company's quote.

Coordinated With:

City Manager.
City Finance Director.
City Human Resource Manager.

Attachments:

1. Calculation spreadsheet

COMPARISON CONSIDERING PROMOTING IN-HOUSE

		POLICE LIEUTENANT G-56 STEP 3	SERGEANT P-22 STEP 5	DIFFERENCE
EARNINGS				
ANNUAL SALARY		89,772.80	83,624.56	
LONGEVITY		1,200.00	1,200.00	
POST	10%	8,977.28	8,362.46	
SALARY REDUCTION	7.69%		(7,166.08)	
UNIFORM ALLOWANCE		1,000.00	1,000.00	
SUB-TOTAL EARNINGS		100,950.08	87,020.93	13,929.15
BENEFITS				
PERS CONTRIBUTION	16.636%	16,794.06	14,476.80	
FICA & MEDI	1.45%	1,463.78	1,261.80	
MEDICAL INSURANCE		17,424.00	17,424.00	
WORKERS COMP	13.25%	13,375.89	11,530.27	
SUI	0.75%	757.13	652.66	
LIFE INSURANCE		105.84	105.84	
SUB-TOTAL BENEFITS		49,920.68	45,451.38	4,469.31
				18,398.45

COMPARISON CONSIDERING PROMOTING IN-HOUSE

		SERGEANT P-22 STEP 1	POLICE OFFICER PN-12 5	DIFFERENCE
EARNINGS				
ANNUAL SALARY		68,806.40	58,313.52	
SRO PROGRAM	5%		2,915.68	
SALARY REDUCTION	7.69%	(5,291.21)	(4,708.53)	
UNIFORM ALLOWANCE		1,000.00	1,000.00	
SUB-TOTAL EARNINGS		64,515.19	57,520.67	6,994.52
BENEFITS				
PERS CONTRIBUTION	13.034%	8,408.91	7,497.24	
FICA & MEDI	1.45%	935.47	834.05	
MEDICAL INSURANCE		17,424.00	17,424.00	
WORKERS COMP	13.25%	8,548.26	7,621.49	
SUI	0.75%	483.86	431.41	
LIFE INSURANCE		105.84	105.84	
SUB-TOTAL BENEFITS		35,906.35	33,914.03	1,992.32
				8,986.84

EARNINGS				
ANNUAL SALARY		(48,748.43)		
SRO PROGRAM	5%			
SALARY REDUCTION	7.69%	3,748.75		
UNIFORM ALLOWANCE		(1,000.00)		
SUB-TOTAL EARNINGS		(45,999.68)		(45,999.68)
BENEFITS				
PERS CONTRIBUTION	13.034%	(5,995.60)		
FICA & MEDI	1.45%	(667.00)		
MEDICAL INSURANCE		(17,424.00)		
WORKERS COMP	13.25%	(6,094.96)		
SUI	0.75%	(345.00)		
LIFE INSURANCE		(105.84)		
SUB-TOTAL BENEFITS		(30,632.39)		(30,632.39)
				(76,632.06)
TOTAL DIFFERENCE				(49,246.78)