

CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 03/22/05

AGENDA ITEM 5

WORK SESSION ITEM _____

TO: Mayor and City Council

FROM: Chief of Police

SUBJECT: Amendment to Position and Salaries Resolution and Related Budget Appropriation

RECOMMENDATION:

It is recommended that the City Council adopt the attached resolutions amending the Position and Salaries and appropriating \$19,000.

BACKGROUND:

The Community Policing Division is responsible for overseeing the Department's community policing initiatives and various special operations employed to make Hayward a safe community. This includes managing community safety and neighborhood involvement, while also providing appropriate law enforcement responses. Consisting of about 120 personnel, this division responds in both a proactive basis to crime before it reaches a serious level, while also using more traditional enforcement measures as necessary. Among the operations overseen by this division are the special duty (gang) unit, street narcotics unit, traffic bureau, Chabot College, Downtown and Southland Mall patrol, and crime prevention efforts. The numerous prevention and intervention measures employed by the Department have helped keep the rise in crime in check. At the same time, the special operation units assigned to this division have had a positive effect on the community.

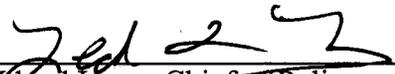
By definition, community policing addresses our neighborhoods' diverse issues, many of which are not law enforcement related. Every day, community policing activities cross divisional, departmental and jurisdictional lines. Because of this, it is critical that a senior level management position be available to evaluate resources requirements, and make judgments relative to the deployment of needed personnel. Within the Hayward Police Department organizational structure, this can best be accomplished at the Captain level.

Traditionally this division has been the responsibility of the Deputy Chief, which position became vacant upon the retirement of the incumbent, and subsequently frozen as a cost-saving measure. During the time the Deputy Chief position has been vacant, responsibility for providing management oversight has necessarily shifted to the Police Chief. While it has been possible to provide this oversight for a short term period, it is clear that this is not effective on an on-going basis. The scope of responsibility for the Chief combined with the wide array of issues facing the department requiring his attention impair his ability to provide the needed oversight to the Division.

Accordingly, it is proposed to create a third Captain position to oversee the Community Policing Division. (The Investigation and Patrol Divisions are each managed by a Captain position.) To offset the financial impact to the general fund, it is proposed that a vacant Police Officer position be frozen. Doing so will partially mitigate the financial impact to the general fund. In addition to freezing an officer position it is also recommended that \$19,000 be appropriated, which amount represents the incremental difference between the cost of a Captain and a Police Officer for the last three months of the fiscal year.

Community policing and the Hayward Police Department are synonymous. We enjoy a national reputation for innovation and excellence. The associated responsibilities are many, vast and diverse. As currently constituted, oversight responsibility for the Community Policing Division falls upon the Police Chief, which is unrealistic in light of the substantial obligations involved with managing the entire Department. It is imperative that the purpose and effectiveness of community policing not be compromised due to an inadequate management structure. Accordingly, the addition of a Captain position is recommended.

Prepared and Recommended by:


Lloyd Lowe, Chief of Police

Approved by:


Jesús Armas, City Manager

Attachment: Draft Resolution

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Councilmember _____

me
3/17/05

**RESOLUTION AMENDING RESOLUTION NO. 04-118,
THE POSITION AND SALARIES RESOLUTION,
RELATING TO POSITION CHANGES IN THE
HAYWARD POLICE DEPARTMENT**

BE IT RESOLVED by the City Council of the City of Hayward that Resolution No. 04-118, the Positions and Salaries Resolution, relating to positions in the Police Department, is hereby amended as follows:

POLICE DEPARTMENT

Hourly Salary Range

Freeze Effective Immediately

1 Police Officer Position

33.60 35.21 36.93 38.71 40.55

Add

1 Police Captain Position

52.71 55.34 58.10 61.02 64.05

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2005

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

MAC
3/17/05

RESOLUTION AMENDING RESOLUTION 04-101, AS AMENDED, THE BUDGET RESOLUTION FOR FISCAL YEAR 2004-2005, REGARDING APPROPRIATION OF FUNDS FOR THE POLICE CAPTAIN POSITION

BE IT RESOLVED by the City Council of the City of Hayward that Resolution No. 04-101, as amended, the Budget Resolution for fiscal year 2004-2005, is hereby further amended by supplementally appropriating \$19,000 from the General Fund, Fund 100, for the police captain position.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2005

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____

City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward