

DATE: September 1, 2009

TO: Mayor and City Council

FROM: Chief of Police

SUBJECT: Acceptance of the Office of Community Oriented Policing Services (COPS) Hiring Recovery Program Grant

RECOMMENDATION

That Council approves the following actions, which are conditions of acceptance of this grant:

1. a supplemental appropriation of the \$4,032,027 grant award funding, and
2. an amendment to the positions and salaries resolution to add nine (9) new police officer positions.

SUMMARY

On July 28, 2009, the City of Hayward was awarded \$4,032,027 for the purpose of hiring nine (9) new police officers for a three-year period. This award was made through the U.S. Department of Justice's COPS Hiring Recovery Program (CHRP), which was funded by the American Recovery and Reinvestment Act of 2009 (ARRA).

BACKGROUND

On March 13, 2009, we submitted an application to the Office of Community Oriented Policing Services (COPS) for nine new police officer positions. As required by the solicitation, we pledged to dedicate any increased staffing that may be awarded to enhancing community policing in Hayward. This is fully consistent with our Strategic Plan.

DISCUSSION

This award will pay the salary and benefits of nine entry-level police officers for three years. In return, we must agree to retain these positions for a minimum of one additional year for a total of four (4) years.

This award includes a strict non-supplanting condition. A primary goal of all federal economic stimulus efforts is to strengthen the long-term national economy. For this reason, we are specifically prohibited from creating General Fund savings by replacing currently budgeted

positions with these new federally funded ones.

Finally, all ARRA funding comes with enhanced reporting requirements in support of the transparency goals of the current administration. To that end, this program and the achievements associated with it will be open to public review on a national website.

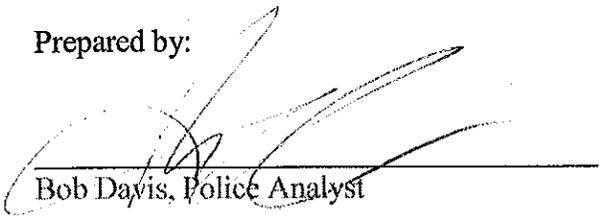
FISCAL AND ECONOMIC IMPACT

Specifically, this award funds nine (9) entry-level police officer positions. Four factors impact the net cost of accepting this award:

1. The determination of the exact per officer award level was the result of a line-by-line review of our actual employee services costs. Disallowed items, which include uniform allowances and incentive pays, could cost an average of \$1,100 per position per year. Variable medical benefits costs resulting from marital status, number of dependents, or the selection of alternative benefits could entirely offset this cost.
2. While this award funds entry-level police officers, it allows for the hiring of experienced lateral officers. Hiring laterals at a higher initial pay step avoids most of the costs of training (including the police academy) and produces trained officers in a fraction of the time it takes to train and qualify a new hire. The estimated incremental cost to the City of hiring a lateral is \$4,500 per position per year. Salary savings generated from unavoidable police officer turnover will fully cover this incremental cost.
3. The cost of outfitting each of the new officers is approximately \$1,500. Because there is no need for additional vehicles, we believe that this cost can be absorbed into the existing police equipment budgets.
4. Finally, a condition of acceptance of this grant is that the positions be retained for one year beyond the end of the award funding period. The total estimated cost for this retention period is \$1,464,000. Ideally, economic recovery will generate revenues sufficient to cover this cost. Should the economic rebound fall short of this mark, it is proposed that the existing \$1 million reserved in the General Fund for police officer staffing be applied to this purpose.

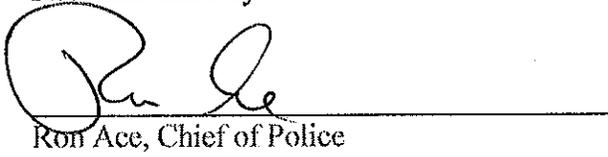
In summary, the supplemental appropriation being requested for the first three years of this grant is confined to the grant award funding only. Year four of this program will cost the City an estimated \$1,464,000 and will be addressed as appropriate in that budget year.

Prepared by:



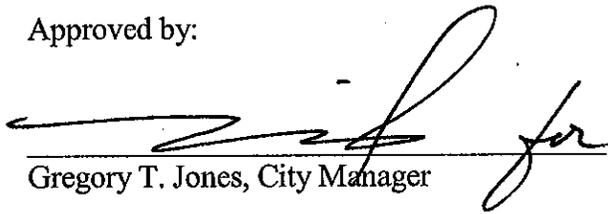
Bob Davis, Police Analyst

Recommended by:



Ron Ace, Chief of Police

Approved by:



Gregory T. Jones, City Manager

Attachment: Draft Resolution

DRAFT

HAYWARD CITY COUNCIL

mst
8/14/09

RESOLUTION NO. 09-xxx

Introduced by Council Member ****

**RESOLUTION AUTHORIZING THE CITY MANAGER TO
EXECUTE AN AGREEMENT WITH THE UNITED STATES
DEPARTMENT OF JUSTICE TO IMPLEMENT THE 2009 COPS
HIRING RECOVERY PROGRAM GRANT**

WHEREAS, the Hayward Police Department has been awarded \$4,032,027 from the U.S. Department of Justice Office of Community Oriented Policing to hire new police officers to expand Hayward's community policing efforts.

BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is authorized to execute an agreement with U.S.D.O.J. to accept the funding for the 2009 COPS Hiring Recovery Program Grant, in a form to be approved by the City Attorney.

BE IT FURTHER RESOLVED by the Council that Resolution No. 09-082, a resolution approving the budget of the City of Hayward for Fiscal Year 2009-2010, is hereby amended by authorizing expenditure of funds received from the U.S. Department of Justice in the total amount of \$4,032,027 to implement the 2009 COPS Hiring Recovery Program Grant.

BE IT FURTHER RESOLVED by the Council that Resolution No. 09-113, a resolution designating positions of employment in the City of Hayward for Fiscal Year 2009-2010, is hereby amended by increasing the number of authorized police officer positions by nine to a total of 149 to fulfill a condition of award of the 2009 COPS Hiring Recovery Program Grant.

IN COUNCIL, HAYWARD, CALIFORNIA September 1, 2009

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

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