



**CITY COUNCIL
REPORT 2007-14**

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FEBRUARY 6, 2007

TO: BELINDA B. ESPINOSA, CITY MANAGER

FROM: MICHELLE FITZER, PERSONNEL MANAGER

**SUBJECT: CONSIDER A RESOLUTION APPROVING THE SALARY AND
BENEFIT PACKAGE FOR THE POLICE OFFICER TRAINEE
CLASSIFICATION**

RECOMMENDATION

It is recommended that the City Council approve a resolution designating the salary and City paid benefit package for the new temporary classification of Police Officer Trainee.

BACKGROUND

Currently when the City recruits for the position of Police Officer applications are accepted only from those candidates who are currently a Police Officer in another jurisdiction (lateral applicant), or who are already a graduate of the Basic Police Academy. There have been very few times that the Police Department has sent our own candidates to the Police Academy. When that occurred, the applicant was designated as and paid at the Community Service Officer salary range.

DISCUSSION

Rather than restrict our recruitment efforts to lateral Police Officer applicants and Police Academy graduates, the Chief of Police and the Personnel Manager would like the ability to recruit for Police Officer Trainee. The Police Officer Trainee applicant is someone who is interested in becoming an Officer but has not yet completed the Police Academy. An applicant who is hired as a Police Officer Trainee is sponsored by the Police Department to attend the Police Academy. While attending the Academy the employee is considered a temporary employee who may be released at any time. At present the Academy runs approximately six (6) months in duration. When the employee completes the Academy they are sworn in as a Police Officer for the City and begin their Field Training.

Of course, the employee needs to be compensated while attending the Academy. In looking at the compensation and benefits provided by our surrounding agencies, designating the hourly rate of our Community Services Officer salary range at Step E would make us competitive in the labor market. This salary places the Trainee approximately 23% lower than Step A of Police Officer, making for a nice transition when sworn in. In addition, it seems appropriate to provide health, dental, vision and PERS miscellaneous benefits so that the applicant and his/her family are secure during this temporary employment period. Our ability to attract the best applicants would likely be hindered if there were no health related benefit coverage for the six (6) month training period.

FISCAL IMPACT

There is no negative fiscal impact for this salary and benefits package. Police Trainees will be assuming a vacant Police Officer slot and the salary and benefits would be more than covered by the budgeted allocation for a full-time Officer position. There should actually be some salary and benefit savings, as we would be paying at a lower hourly rate, lower PERS contribution rate and there would be no coverage for life insurance or short/long-term disability benefits.

Attachment

- A Resolution Designating the Salary and Benefit Package for the Classification of Police Trainee

RESOLUTION 2007-09

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PINOLE
DESIGNATING THE SALARY RANGE AND
BENEFIT PACKAGE FOR THE CLASSIFICATION OF
POLICE OFFICER TRAINEE**

WHEREAS, the Chief of Police and the Personnel Manager agree that a temporary, hourly Police Officer Trainee classification is beneficial to the City for recruiting purposes; and

WHEREAS, the temporary classification of Police Officer Trainee is new to the City's classification plan; and

WHEREAS, all classifications must have a salary and benefit designation approved by the City Council; and

WHEREAS, the hourly rate for the Community Services Officer salary range at Step E and benefits of health, dental, vision and PERS miscellaneous membership are comparable to other jurisdictions with whom we will compete for Police Officer Trainee applicants.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Pinole that it does hereby approve the designation of the Police Officer Trainee hourly rate at Step E of the Community Services Officer salary range, with the City paid benefit package of health, dental, vision and PERS miscellaneous membership, all in accordance with that paid for other miscellaneous (non-safety) employees.

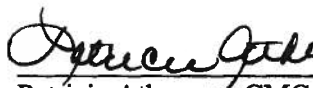
PASSED AND ADOPTED this 6th day of February 2007 by the following vote:

AYES: COUNCILMEMBERS: **Alegria, Cole, Horton, Murray, Tilton**

NOES: COUNCILMEMBERS: **None**

ABSENT: COUNCILMEMBERS: **None**

ABSTAIN: COUNCILMEMBERS: **None**


Patricia Athenou, CMC
City Clerk

