



## Legislation Details (With Text)

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**Sponsors:** Fran Robustelli

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Staff Report for a Resolution to Amend the San Leandro Police Management Association Salary Schedule to Add the Classification of Assistant Police Chief

### SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution to amend the salary schedule for the San Leandro Police Management Association to add the classification of Assistant Police Chief.

### BACKGROUND

The newly created Assistant Police Chief classification will assist in planning, managing, and directing the operations and services of the Police Department, specifically with a focus towards professional development, community engagement, accountability, and transparency. The Assistant Police Chief will provide highly responsible and complex organizational assistance and support to the Police Chief in implementing the vision for the Police Department. Responsibilities will include several new and innovative functions, such as forming an Office of Community Engagement and Accountability and an Ethical and Precision Policing Unit to ensure community-informed, evidence-based decision-making, reducing harm while providing safety and gaining the public's trust. The position would also be responsible for analyzing critical incidents to determine changes and improvements to create safer outcomes, perform audits, and identify policies, practices, or procedures to incorporate best practices. The Assistant Police Chief would also liaise with the Police Review Commission and Independent Police Auditor to ensure requests are handled expeditiously. The City has met and conferred to agreement with SLPMA on the new classification.

### Board/Commission Review and Actions

The Personnel Relations Board approved the Assistant Police Chief classification specification at its meeting on January 20, 2022.

### Fiscal Impacts

On January 18, 2022, the City Council authorized appropriations and budget adjustments for the City Manager's staffing reorganization plan, which included an upgrade of one of the budgeted Police Captain positions to the Assistant Police Chief. The salary range for the Assistant Police Chief is set at a salary range of \$187,236 - \$227,580 annually.

**PREPARED BY:** Emily Hung, Human Resources Manager, City Manager's Office