



Legislation Details (With Text)

**File #:** 14-309      **Version:** 1      **Name:** Staff Report Conf Employees Comp Plan & Salary Schedule

**Type:** Staff Report      **Status:** Filed

**On agenda:** 7/21/2014      **In control:** City Council

**Enactment date:**      **Final action:** 7/21/2014

**Enactment #:**

**Title:** Staff Report for a Resolution Amending the San Leandro Confidential Employees Compensation Plan and Salary Schedule to Add the Classification of Police Recruit Trainee

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
7/21/2014	1	City Council	Received and Filed	

Staff Report for a Resolution Amending the San Leandro Confidential Employees Compensation Plan and Salary Schedule to Add the Classification of Police Recruit Trainee

**SUMMARY AND RECOMMENDATIONS**

Staff recommends that the City Council adopt a resolution to amend the San Leandro Confidential Employees Compensation Plan and salary schedule to include the classification of Police Recruit Trainee.

**BACKGROUND**

Staff recommends that the classification of Police Recruit Trainee be added to the San Leandro Confidential Employees Compensation Plan and salary schedule to better address the current hiring challenges and to provide needed support to the Police Department.

Police Recruit Trainee is an existing classification title used to hire individuals selected to attend a State of California Peace Officer Standards and Training (P.O.S.T.) Basic Police Academy. Currently, Police Recruit Trainees are part-time and paid on an hourly basis, but are not eligible for benefits.

In order to be competitive with neighboring public safety agencies, staff proposes to change the Police Recruit Trainee classification to a full-time benefited position. The Police Department anticipates an unprecedented number of vacancies over the next few years through attrition. By changing Police Recruit Trainee to a full-time classification, the Police Department can better compete with other law enforcement agencies by offering benefits to these employees while they are attending the police academy.

The classification will be listed under the Confidential Employees Group and be unrepresented by a bargaining unit but Police Recruit Trainees will be entitled to benefits under the Confidential Employees compensation plan. The classification title is currently listed on the San Leandro Police

Officers' Association salary schedule but it is not represented by SLPOA since the Police Recruit Trainee is a non-sworn employee and has no police officer powers. Upon successful graduation from the police academy and at the recommendation of the Police Chief, the Police Recruit Trainee will be appointed and sworn in as a Police Officer and become eligible for SLPOA benefits.

### **Board/Commission Review and Actions**

The Personnel Relations Board was informed of the proposal to change the classification to a full-time position at its meeting on July 17, 2014. No action by the PRB was necessary since the job classification is not being amended.

### **Fiscal Impacts**

Currently, the salary for Police Officer full-time benefited classification is set at \$6,634 - \$8,064 per month and for Police Recruit Trainee part-time non-benefited at \$30.00 per hour. By including the Police Recruit Trainee classification on the Confidential Employees salary schedule, the salary range for Police Recruit Trainee can be set internally at \$5,038-\$6,123 per monthly (range 310).

The cost will be allocated from within the Police Department's existing approved budget for police officer positions and there will be no fiscal impact.

### **ATTACHMENTS**

#### **Attachments to Resolution**

- Confidential Employees Compensation Plan
- Confidential Employees Salary Schedule

**PREPARED BY:** LaTanya Bellow, Human Resources Manager, City Manager's Office