



City of Rialto

Legislation Text

File #: CC-19-018, **Version:** 1

For City Council Meeting [January 8, 2019]

TO: Honorable Mayor and City Council

APPROVAL: Ahmad R. Ansari, Interim City Administrator

Sean Grayson, Interim City Administrator

FROM: Mark P. Kling, Chief of Police

Request City Council to Approve Budget **Resolution No. 7448** to Amend the 2018-2019 Authorized Budgeted Positions to add One Police Lieutenant.

(ACTION)

BACKGROUND:

In 2011 the police department's command structure consisted of a police chief, 2 captains and 5 lieutenants. The police department's current command structure consists of a chief, 2 captains and 4 lieutenants. The current 4 lieutenants are all assigned to the patrol bureau as watch commanders leaving the investigative units without a supervisor at the managerial level.

ANALYSIS/DISCUSSION:

The Rialto Police Department has a command structure in place to ensure effectiveness, efficiency and accountability throughout the organization. This structure in 2011 consisted of a chief of police, 2 captains and 5 lieutenants. Due to budget reductions in 2012, the chief of police at the time opted to eliminate a captain's position. In 2015 the same chief of police traded a lieutenant's position for that same captain's position. Currently the police department operates with only 4 lieutenants, 1 of which City Council recently approved. The lieutenants are assigned to the patrol division and have area command responsibilities. Under the current structure the specialized investigative units operate without supervision at the management level. These units include Evidence, Records, Crime Analysis, Logistics, Detectives, SCATT, SANCATT, Narcotics and Task Force Positions. By not having this managerial position in place the police department lacks sufficient oversight and control of day to day operations and is reliant on the sergeants who are field supervisors not police managers. Recent litigation highlights the negative fiscal impact this lack of supervision has had on our city and police department through vicarious liability claims. In addition, effective January 1, 2019, State legislation has impacted police records management. In order for the police department to operate efficiently and effectively the addition of this lieutenant's position is necessary for proper command, control and oversight.

Council approved the fiscal year (FY) 2018/2019 budget on August 14, 2018 and authorized 4 lieutenants. The addition of 1 lieutenant will increase the City's total authorized lieutenants to 5 and the total police department positions will increase from 150 to 151. The annual salary and benefit cost of a lieutenant at step 4 is \$204,255. However, the actual cost to fiscal year 2018/2019 to add 1

lieutenant's position is \$18,631. This is based on the position being filled internally through promotion from the sergeant's rank. The police department has recently completed an assessment center testing process and has an active internal list the police chief will utilize to make the promotion. Budget for the position is currently available in salary savings from unfilled positions. The impact to the department's FY2019/2020 budget would be \$212,465.46 for the additional lieutenant position. The addition of the lieutenant position will simply restore management staffing to levels that were in existence in 2011. These management staffing levels were in existence before development at the Renaissance Marketplace and the Rialto Marketplace. Both commercial/retail establishments rely on bureaus affected by the lack of management oversight for effective investigations, including evidence, records management, the detective bureau, SCAT, SANCATT and Narcotics bureau.

Therefore, it is staff's recommendation that Council approve adding 1 lieutenant position to the police department's current staffing level. The addition will allow the police chief to proceed with police department restructuring, including an increase in productivity and efficiency. The addition of the lieutenant is expected to further decrease department liability exposure ultimately providing savings to the City's general liability fund.

ENVIRONMENTAL IMPACT:

The request is not a Project as defined by Section 15378 of the California Environmental Quality Act (CEQA). A "Project" means the whole of an action, which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. By definition, a Project does not include: The creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment according to Section 15378 (b)(4) of CEQA.

GENERAL PLAN CONSISTENCY:

Our City government will lead by example, and will operate in an open, transparent, and responsive manner that meets the needs of the citizens and is a good place to do business.

Goal 3-6: Require that all developed areas within Rialto are adequately served with essential public services and infrastructure.

Policy 3-6.1: Coordinate all development proposals with other affected public entities to ensure the provision of adequate public facilities and infrastructure services.

Policy 3-6.3: Require an increasing level of public safety infrastructure and service capability tied to population increase and increasing service demand.

Policy 5-3.7: Add service level capability and infrastructure to meet increasing demand of new development.

LEGAL REVIEW:

The City Attorney has reviewed and approved this staff report.

FINANCIAL IMPACT:

Operating Budget Impact

Total General Fund impact in the current fiscal year 2018/2019 is \$18,631, which will be absorbed through salary savings in Account No. 010-500-6281-1001 due to unfilled positions. The effect to fiscal year 2019/2020 would be \$212,465.46, with impacts to future fiscal years being based on employee merit increases and special compensation.

Capital Improvement Budget Impact

This report does not impact the capital improvement budget.

Licensing

This report does not trigger a requirement for a business license.

RECOMMENDATION:

Staff recommends that the City Council approve the Budget Resolution to amend the 2018-2019 Authorized Budgeted Positions to add one Police Lieutenant's position which will increase the staffing levels from 150 to 151 for the Police Department.