

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: ROBERT L. SCHREEDER, POLICE CHIEF  
DEBORAH LAUCHNER, CHIEF FINANCIAL OFFICER  
SUBJECT: RE-AUTHORIZATION OF THE OVER HIRE OF UP TO SIX (6.0)  
FTE POSITIONS WITHIN THE POLICE DEPARTMENT IN FY  
2016-17

AGENDA ACTION: MOTION

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RECOMMENDATION

It is recommended by the Police and Finance Departments that the Council, by motion, re-authorize the over hire of up to six (6.0) FTE positions during FY 2016-17 within the Police Officer and Communications Dispatcher classifications in order to achieve staffing stability in the Police Department.

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EXECUTIVE SUMMARY

The Police Department's (Department) FY 2016-17 budget authorizes a total of 256.5 FTE positions. These positions are distributed among approximately 26 job classifications in the Department. The Department has had continuous job openings for Communications Dispatchers (lateral) and Police Officers (lateral and academy graduates) for approximately 11 years, with the exception of the 2008 recession when positions were cut or held vacant. Re-authorizing the over hire of Police Officers and Communications Dispatchers will allow the Department to hire and train for these critical positions, while limiting the impact on service to the community and staff associated with attrition.

BACKGROUND

The Police Department has continually experienced staffing fluctuations. In 1981, the Council approved Resolution 15350 authorizing the Police Department to over hire up to six additional Police Officers within the authorized budget in order to achieve staffing stability. The Council authorized the ability to over hire in FY 2015/16, allowing the Department to greatly reduce its vacancies and fill the majority of its Police Officer positions.

RE-AUTHORIZE THE OVER HIRE OF UP TO SIX (6.0) POSITIONS WITHIN THE  
POLICE DEPARTMENT IN FY 2016-17  
PAGE 2 OF 3

PRIOR CITY COUNCIL REVIEW

In 1981, the City Council, by Resolution No. 15350 approved the over hire of up to six Police Officers within the authorized budget

On June 30, 2015, the City Council, by Resolution No. 28657, approved the over hire of up to six Police Officers or Communications Dispatches within the approved FY 2015-16 budget.

ANALYSIS

The Police Department received Council approval to over hire up to six FTE Police Officers and Communication Dispatchers in FY 2015-16. The over hire authorization was used in FY 2015/16, allowing the Department to hire staff in advance of anticipated promotions, retirements or resignations.

Re-authorizing the over hiring in the Police Officer and Communication Dispatcher classifications will allow the Department to hire and train staff in advance of vacancies and address ongoing staffing issues due to attrition. In FY 2015-16 the Department was able to over hire in the police officer classification in advance of a retirement, allowing a new staff member to begin training prior to the departure of another. The over hire of up to six (6.0) total FTE Police Officer and Communications Dispatcher positions will be achieved within the Department's approved FY 2016-17 budget.

Allowing the Police Department to continue this practice will provide ongoing stability in essential positions serving the community.

FISCAL IMPACT

Approval of this action will allow the Police Department to hire staff within the approved FY 2016-17 budget and will not have a fiscal impact on the General Fund.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project 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, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

RE-AUTHORIZE THE OVER HIRE OF UP TO SIX (6.0) POSITIONS WITHIN THE  
POLICE DEPARTMENT IN FY 2016-17  
PAGE 3 OF 3

NOTIFICATION

Not applicable.

ATTACHMENTS

Not applicable.

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