



CITY COUNCIL STAFF REPORT

DATE: October 7, 2009 Consent

SUBJECT: 2009-2010 ALLOCATED POSITIONS AND COMPENSATION PLAN – AMEND 1

FROM: David H. Ready, City Manager

BY: Department of Human Resources

SUMMARY

On September 16, 2009, City Council accepted \$1,689,840.00 in federal grant funds, over a three year period, under the 2009 Community Oriented Policing Hiring Recovery Program (CHRP). The award was for five (5) Police Officer positions over a three (3) year grant period. This action will amend the 2009-2010 Allocated Positions and Compensation Plan to include the five (5) additional Police Officer positions funded under the CHRP grant.

RECOMMENDATION:

1. Adopt Resolution No. ____ "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING AMENDMENT 1 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2009-2010, ADOPTED BY RESOLUTION 22530" and;
2. Authorize the City Manager to execute all documents necessary to effectuate this action.

STAFF ANALYSIS:

This grant, in the amount of \$1,689,840.00 over three (3) years will fund up to 100 percent of the entry-level salaries and most benefits for five (5) newly hired sworn police officer positions. The CHRP funded positions must be added to the department allocated positions over and above the number of budgeted positions that are currently funded in the department operating budget.

CHRP grant funds may not be used to replace state or local funding that may be available for hiring in the absence of the federal grant and agencies can not satisfy the retention requirements by using CHRP positions to fill any vacancies as a result of attrition. All newly hired officers or redeployed experienced officers hired a result of funding by CHRP must engage in community policing activities and initiatives that enhance the commitment to the department's community policing mission.


ITEM NO. 2.N.

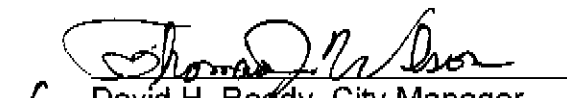
Hiring five additional grant funded entry-level full-time sworn officers will increase the Department's community oriented policing ability to continue our proactive crime-reduction/prevention and community outreach efforts, especially during the current economic circumstances.

FISCAL IMPACT:

There are no matching fund contributions required but the City of Palm Springs would incur costs for benefits not covered by the grant such as uniform allowances, retiree health coverage allowance, holiday pay and cell phone stipend along with future increases in benefits and COLA's above the 100 percent funding cap for the future budget years. The fourth year salary and benefits would be paid entirely by the City.

The estimated cost to the City for all five (5) officers for the first year, including unallowable benefit costs, equates to \$16,342, based on the hiring of officers mid-fiscal year. The cost to the City for years two (2) and three (3), including the unallowable benefits is estimated at \$71,529. The estimated cost for year four (4) is \$633,166 for salary and benefits and would be borne entirely by the City.


Sue Mills, Director of Human Resources


for David H. Ready, City Manager

Attachments:

1. Resolution

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING AMENDMENT 1 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2009-2010, ADOPTED BY RESOLUTION 22530

WHEREAS, Allocated Positions and Compensation Plan was adopted June 17, 2009 for the 2009-2010 fiscal year by Resolution 22530; and

WHEREAS, the City Council desires to amend said Allocated Positions and Compensation Plan.

THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the Allocated Positions and Compensation Plan for positions in the City Service for fiscal year 2009-2010 is hereby amended, as follows:

Classification	Allocation	Unit/Range
Police Officer (CHRP Grant)	5	PS/45
	Total Positions	457.00
	Positions Funded	451.00

ADOPTED this 7th day of October, 2009.

David H. Ready, City Manager

ATTEST:

James Thompson, City Clerk

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF PALM SPRINGS)

I, JAMES THOMPSON, City Clerk of the City of Palm Springs, hereby certify that Resolution No. _____ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on _____, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

James Thompson, City Clerk
City of Palm Springs, California