

RESOLUTION 2018-116

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AMENDING THE CITY'S CLASSIFICATION & COMPENSATION PLAN FOR FY2018/19 TO ADD TWO POSITIONS IN THE POLICE DEPARTMENT AS FOLLOWS: ONE (1) POLICE OFFICER AND ONE (1) POLICE SERVICES TECHNICIAN, WHICH WILL BE FUNDED FOR THE FIRST TWO YEARS BY THE TOBACCO ENFORCEMENT GRANT RECENTLY RECEIVED BY THE CITY TO DEVELOP AN EFFECTIVE, COMPREHENSIVE AND STRATEGIC APPROACH TO COMBAT ILLEGAL TOBACCO USE AMONG MINORS

WHEREAS, *Budget Spending Control, Reorganizational Analysis and Fiscal Sustainability* are adopted policy items under the FY 2018-21 Council Priority Work Plan, effective November 1, 2017; and *Reducing Promotion of Unhealthy Tobacco Products to Youth, Community Outreach, and Priority Oriented Policing Program* are also adopted policy items under Public Safety in the Council Priority Work Plan;

WHEREAS, this is not a project as defined by CEQA;

WHEREAS, the California Department of Justice has awarded the City of San Pablo \$612,056 in grant funding to participate in the Tobacco Enforcement Grant Program to combat minors' use of tobacco products and; hence, the City Council accepted the grant funding on July 2, 2018, pursuant to Resolution 2018-098;

WHEREAS, the City of San Pablo was recognized as receiving the largest amount of grant funding for this program in Contra Costa County and the grant application that was submitted by the City requested funding to cover the salary and benefits to staff one (1) full-time Police Officer and one (1) full-time Police Services Technician (PST) for FY2018/19 and FY2019/20;

WHEREAS, these additional 2.0 full-time equivalent (FTE) positions will be committed to developing and delivering program goals which include: widespread community outreach, education classes for our youth and families through the elementary and middle schools, collaboration and training with business owners, and enforcement operations;

WHEREAS, the following amendment to the City's Classification & Compensation Plan are proposed in order to effectuate the grant goals without compromising operations:

- Add 1.0 Police Officer FTE
- Add 1.0 PST FTE

WHEREAS, the total FTE employee change for the Police Department will be an increase in staffing of 2.0 FTEs; the Department will go from a total of 86.0 FTEs to 88.0 FTEs;

WHEREAS, the proposed amendment was discussed at the July 31, 2018 Budget, Fiscal & Legislative Standing Committee; and the Committee voted to receive the presentation and recommended this item be approved by the City Council;

WHEREAS, funding for this amendment will be absorbed within existing resources - no additional appropriation needed: the grant received is for a total of \$612,056. The total salary and benefits for the two FTEs and program expenses for the remainder of FY 2018/19 and FY 2019/20 total \$612,056 (as per grant request); the PST position is expected to be filled in January 2019, with the Police Officer position will likely be filled in August 2018; hence, the costs per fiscal year are as follows:

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| FY18/19: | \$271,336 |
| FY19/20: | \$340,720 |
| Total Cost: | \$612,056 |

WHEREAS, there is currently no identified funding for the additional positions after FY 2019/20; however, it is the intent of the Police Department to seek funding sources for these additional FTEs in subsequent years through additional grant opportunities.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Pablo hereby approves an increase in staffing of 2.0 FTE's for the Police Department to include 1.0 Police Officer and 1.0 PST; and authorizes the City Manager, or his designee, to effectuate said staffing changes.

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ADOPTED this 4th day of September, 2018, by the following vote:

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| AYES: | COUNCILMEMBERS: | Valdez, Kinney and Morris |
| NOES: | COUNCILMEMBERS: | None |
| ABSENT: | COUNCILMEMBERS: | Cruz and Calloway |
| ABSTAIN: | COUNCILMEMBERS: | None |

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| ATTEST: | APPROVED: |
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/s/ Elizabeth Pabon-Alvarado
Elizabeth Pabon-Alvarado, City Clerk

/s/ Paul V. Morris
Paul V. Morris, Vice Mayor