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Title: RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AUTHORIZING THE CITY MANAGER TO EXECUTE AN INTER-AGENCY AGREEMENT WITH THE CITY OF PITTSBURG TO PROVIDE A POLICE CAPTAIN TO SERVE AS INTERIM SAN PABLO POLICE CAPTAIN AT A COST OF \$28,526 PER MONTH FOR A TOTAL NOT-TO-EXCEED COST OF \$342,000 WITH THE GOAL TO RECRUIT AND APPOINT A FULL-TIME POLICE CAPTAIN BY END OF CALENDAR YEAR 2020

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Attachments: 1. RES 2020-028 Police Interim Police Captain, 2. AGR City of Pittsburg Poice Captain services, 3. RES 2017-232 Police Dept Reorganization

Date	Ver.	Action By	Action	Result
3/17/2020	1	City Council	adopted	Pass

PREPARED BY: CPT. BRIAN BUBAR

DATE OF MEETING: 03/16/20

SUBJECT:

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AUTHORIZING THE CITY MANAGER TO EXECUTE AN INTER-AGENCY AGREEMENT WITH THE CITY OF PITTSBURG TO PROVIDE A POLICE CAPTAIN TO SERVE AS INTERIM SAN PABLO POLICE CAPTAIN AT A COST OF \$28,526 PER MONTH FOR A TOTAL NOT-TO-EXCEED COST OF \$342,000 WITH THE GOAL TO RECRUIT AND APPOINT A FULL-TIME POLICE CAPTAIN BY END OF CALENDAR YEAR 2020

CITY MANAGER RECOMMENDATION

Adopt Resolution

COMPLIANCE STATEMENTS

Improve Public Safety is a Major Policy Goal as well as identified priorities of *Community Policing* and *Prioritize Progressive Training* within the FY 2019-21 City Council Priority Workplan effective March 1, 2019.

CEQA Compliance Statement

This is not a project as defined by CEQA.

BACKGROUND

On December 18, 2017, as recommended by the City Manager pursuant to San Pablo Municipal Code (SPMC) requirements under 2.04.170 and 2.04.180, the City Council adopted Resolution 2017-232 which approved the reorganization and establishment of multiple management, Command staff positions to include the Police Captain classification within the Police Department. This FY 2017/18 Police Departmental reorganization plan was approved after a series of events highlighted the need for internal operational change in order to run a more efficient Department with adequate

management support. Under the previously approved reorganization plan, the new management, Command staff structure included: one (1) Support Services Manager, three (3) Lieutenants and two (2) Captains. To date, all management, Command staff appointments have been accomplished and completed per the adopted reorganization plan. However, since February 2019, only one (1) appointment to Police Captain has occurred leaving one (1) unfilled vacancy to date.

Under the previous approved reorganization plan, with relatively new internal appointments within the Command Staff, there was an expectation that additional time would be needed to allow for professional experience and leadership-skills development among eligible Command employees before a formal appointment could be made to the remaining Police Captain vacancy. To that end, a PD Departmental recruitment process will be initiated this calendar year and completed by December 2020, with a qualified candidate to be selected for appointment for the remaining Police Captain vacancy. However, due to Departmental operational requirements, Command staff has determined that an Interim Police Captain via professional services is operationally needed immediately. Any further delay in leaving this Police Captain position vacant through the remainder of this calendar year will be detrimental to the internal development of staff, and the overall progress of the organization for operational efficiency, and public safety service delivery.

Proposed Professional Services Agreement for Interim Services

In preparation for this future HR recruitment and overall leadership-skills development of eligible staff, the Police Chief seeks to execute an inter-agency professional services agreement (PSA) with the City of Pittsburg to provide a Police Captain at a cost of \$28,526 per month. This proposed PSA is temporary and will not exceed 12 months. Terms of the Police Captain services to be provided have been reviewed and agreed upon by City Leadership and Command Staff from both municipalities and are contained in the attached proposed PSA, including that the identity of the Pittsburg Police Captain shall be mutually agreed upon. Moreover, the recommended interim Pittsburg Captain professional services being acquired from the City of Pittsburg will not result in any candidacy or eligibility for formal appointment to the Police Captain position on a full-time, permanent basis.

FISCAL IMPACT

Based on the monthly cost of \$28,526 per month, the proposed PSA has a maximum not to exceed amount of \$342,000. The City Manager is seeking budget expense authorization from the City Council for all professional services costs which are not currently budgeted during FY 2019/20, with expenses associated with this PSA to be absorbed within adopted budgeted resources using savings from professional services expenses in FY 2019/20. During FY2020/21, all professional services costs will also be absorbed within existing adopted FY 2020/21 Police Departmental resources, with cost savings expected from salary savings from unfilled vacancies in the Police Department. Additional grant funding options may be considered as well as funding from the Professional Services budget.