

CITY OF YUBA CITY
STAFF REPORT

Date: May 21, 2019
To: Honorable Mayor & Members of the City Council
From: Human Resources
Presentation By: Robert D. Landon, Police Chief

Summary

Subject: Temporary Position – Police Lieutenant (NET-5)

Recommendation: Adopt a resolution authorizing one temporary Police Lieutenant position and the promotion of Yuba City Police Sergeant (NET-5) to the temporary Police Lieutenant position

Fiscal Impact: Estimated fiscal impact is \$5,000 – Not to exceed \$7,500 (including retroactive pay and future salary obligations to Police Sergeants holding this temporary assignment with NET-5). Salary increase does not exceed current NET-5 budget allocation. Anticipated increase in unfunded liability for CalPERS

Purpose:

Provided temporary leadership to NET-5 operations and staff during the transitional period.

Background:

The City of Yuba City Police Department is a member of a joint narcotics task force called NET-5, which serves the Yuba-Sutter area. NET-5 exclusively targets illegal drug use, possession, manufacturing and sales. Other members of the task force include the Marysville Police Department, Sutter County Sheriff's Department, California Highway Patrol, and the State Bureau of Narcotics Enforcement. This partnership allows the City of Yuba City to have a greater impact on drug activity in the local area.

The position of NET-5 Commander became vacant December 13, 2018. Due to this staffing change, a decision regarding interim leadership for NET-5 was critical and time sensitive. Until the NET-5 Commander position can be filled on a permanent basis, the Yuba City Police Department Sergeant assigned to NET-5 will assume additional leadership responsibilities in order to maintain seamless task force operations during this time. Sutter County has taken the lead on the recruitment and the process for selecting a new NET-5 Commander is underway.

Analysis:

Because the additional duties assigned to the NET-5 Sergeant extend beyond the scope of the Sergeant job description and standard NET-5 responsibilities, staff is requesting an additional (temporary) Lieutenant position until the NET-5 Commander position can be filled on a permanent basis.

The Police Department does not have a vacant Police Lieutenant position. The FY 18-19 budget includes two permanent Lieutenant positions and one limited term Lieutenant position. These positions are held by three active employees. Staff recommends that Yuba City Police Sergeants assigned to NET-5 be compensated at the requested temporary Lieutenant rate for the duration of the temporary (interim) leadership assignment with NET-5. Retroactive acting pay and temporary transfer pay per the Sergeant's Letter of Understanding and Rules and Regulations, 1.14, D will be calculated and paid beginning December 13, 2018.

Fiscal Impact:

The estimated fiscal impact of this temporary position is \$5,000 – Not to exceed \$7,500 (including retroactive pay and future salary obligations to Police Sergeants holding this temporary assignment with NET-5). This additional cost does not exceed the current NET-5 budget allocation. However, the City should anticipate an increase in CalPERS unfunded actuarial pension liabilities based on past years of service credit. The actual long-term impact cannot be determined by staff and would require an actuary to calculate based on life expectancy, etc.

Alternatives:

Do not authorize and provide direction to staff.

Recommendation:

Adopt a resolution authorizing the addition of a temporary (interim) Lieutenant position effective December 13, 2018 until a permanent NET-5 Commander is assigned.

Attachments:

- Resolution

Prepared By:

/s/ Ciara Wakefield

Ciara Wakefield
Administrative Analyst II

Submitted By:

/s/ Diana Langley

Diana Langley
Interim City Manager

Reviewed By:

Human Resources

NS

Finance

RB

City Attorney

SLC by email

ATTACHMENT A

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
AUTHORIZING A TEMPORARY POLICE LIEUTENANT POSITION AND THE TRANSFER OF
A POLICE SERGEANT TO THE TEMPORARY POLICE LIEUTENANT POSITION**

WHEREAS, ongoing drug enforcement in our community is an important issue for the City Council, City Management and citizens; and

WHEREAS, the City of Yuba City is a member of NET-5, a joint narcotics task force;

WHEREAS, in support of our NET-5 partnership and in order to provide seamless operations during the recruitment of permanent NET-5 staff;

WHEREAS, NET-5 has a vacancy in the Commander position and is actively recruiting for a replacement;

WHEREAS, an existing Yuba City Police Department Sergeant is assigned to NET-5 and has been assuming NET-5 Commander duties;

WHEREAS, the Police Department does not have a vacant Lieutenant position to temporarily promote the Sergeant assigned to NET-5 during the NET-5 Commander recruitment;

WHEREAS, the NET-5 Sergeant will temporarily provide leadership to NET-5 as a Lieutenant until the Commander position can be filled on permanent basis;

WHEREAS, it is in the best interest of the City and community to transition the existing Yuba City Police Department Sergeant (currently assigned to NET-5) to a temporary Lieutenant position in order to maintain NET-5 operations until the Commander position is filled;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

The Finance Department is hereby authorized to temporarily add one Police Lieutenant position and the Police Department is authorized to promote the NET-5 assigned Sergeant to the temporary Police Lieutenant position. Additionally, acting pay and temporary transfer pay will be paid retroactively to ensure both the Sergeant's Letter of Understanding and Rules and Regulations are applied appropriately.

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 21st day of May 2019.

AYES:

NOES:

ABSENT:

Shon Harris, Mayor

ATTEST:

Patricia Buckland, City Clerk

APPROVED AS TO FORM
COUNSEL FOR YUBA CITY

Shannon Chaffin, City Attorney
Aleshire & Wynder, LLP