



**Police Services Analyst Position
Chief Brian Baker and HR Director Natalie Springer**

Background

- Part-time employee
- Training
- Redaction of audio and video recordings
- Gathering data for administrative investigations
- RIPA Audits

Legislative Mandates

- SB 1421
 - Release of certain peace officer records
- SB 2
 - Decertification of peace officers
- AB 748
 - Audio and video disclosure act

Peace Officer Standards and Training

- Frequency of POST Course updates
 - Annually vs. Bi-Annually
- Since January 2020 \$88,607 in reimbursements from POST

Need for the Position

- Workload has exceeded the capabilities and legal time constraints that we have for part-time employees.
- Part time person will run out of hours
- Work will have to go undone or distributed to staff that is already at capacity with the tasks and projects they are assigned.

Rules and Regulations Amendment

- Temp and Extra Help employees
 - Currently employed by City
 - Have worked for City for over one year
 - Meet the minimum qualifications
 - Ability to apply for internal recruitments city wide and departmental only

Fiscal Impact

- Will come from not filling a vacant CSO position (\$96,600),
- Eliminating the part time position that is currently filled (\$19,400), totaling \$116,000
- Annual cost for Salary and Benefits for the Police Services Analyst position is \$102,700
- There is no additional funding needed for FY 21/22.

Alternatives

- Do not approve the recommended Police Services Analyst position.
- Do not approve the Rules and Regulations amendment.
- Provide City staff direction.

Recommendation

- Adopt a Resolution authorizing:
 - A. Amend the Rules and Regulations providing for temporary, extra-help employees to apply for internal recruitments
 - B. Amend the Police Department Personnel Summary adding the classification of Police Services Analyst
 - C. Corresponding change to the publicly available salary schedule