

City of Brisbane
Agenda Report

To: City Council via City Manager

From: Maria Saguisag-Sid
Senior Human Resources Analyst

Subject: Approval of Resolution 2011-04 Authorizing the City Manager to Execute Side Letter of Understanding with The Brisbane Police Officers Association

Date: Meeting of January 18, 2011

Purpose:

To create a mechanism for paying Police Sergeants who work outside their bargaining unit for a specific period of time without changing their current classification.

Recommendation:

Adopt Resolution 2011-04 and authorize the City Manager to implement side letters of understanding related to Commander Assignment Pay.

Background:

Over the past year, there have been changes to the Police Department with the departure of the Police Chief, one Police Commander, one Police Sergeant and one Police Officer. Our current Police Chief was promoted from her former position of Police Commander. This has left the City without a Police Commander, a position that provides managerial support and administrative oversight to the department. Currently, certain responsibilities that fell under the Police Commander position have been distributed between the Police Chief and among the Police Sergeant level.

Discussion:

The current Police Chief is reviewing her department's organizational structure in light of the current attrition. To support the Police Chief in planning this change and to assure the department's day-to-day operations continue to run smoothly, staff is recommending assigning one of the Police Sergeants to an Acting Police Commander position temporarily for one year or until a restructuring plan for the Police Department is finalized. Staff is recommending and the Brisbane Police Officers Association is agreeable to providing a 10% pay above the Police Sergeant's current base pay for the duration of such temporary Police Commander assignment.

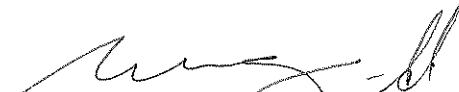
Staff recommends adopting the attached resolution approving the side letter of understanding so we can implement appointing a Sergeant to Police Commander.

Fiscal Impact:


The retirement of our Sergeant saves the City approximately \$160,000. The appointment of an existing Sergeant to an Acting Commander position will cost the City about \$15,000.

Measure of Success

The amount of money the General Fund saves by this change in organizational structure.



Senior Human Resources Analyst



City Manager

RESOLUTION 2011-04

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE CONCERNING
WAGES, HOURS AND WORKING CONDITIONS FOR
THE BRISBANE POLICE OFFICERS ASSOCIATION
EFFECTIVE JANUARY 18, 2011**

WHEREAS, the City of Brisbane and the Brisbane Police Officers Association have met and conferred in accordance with the requirements of the Meyers-Millias-Brown Act; and

WHEREAS, the current staff levels of the Police Department have been reduced due to retirements and because of the current financial situation will go unfilled; and

WHEREAS, the City Manager in cooperation with the Police Chief has determined a need to temporarily assign a Police Sergeant to fulfill the duties of the Police Commander position in order to assure the department's day-to-day operations continue to run smoothly; and

WHEREAS, the City of Brisbane and the Brisbane Police Officers Association have reached an agreement regarding additional compensation for this temporary assignment;

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

1. The letter of understanding dated January 5, 2011 as set forth in Exhibit A is ratified and approved in all respects.
2. The City Manager is hereby authorized and directed to execute such letter of understanding, effective January 18, 2011.

CYRIL G. BOLOGOFF
Mayor

I hereby certify that the foregoing Resolution No. 2011-04 was duly and regularly adopted at a regular meeting of the Brisbane City Council on January 18, 2011, by the following vote:

AYES:
NOES:
ABSENT:

SHERI MARIE SPEDIACCI
City Clerk



CITY OF BRISBANE

EXHIBIT A

50 Park Place
Brisbane, California 94005-1310
(415) 508-2100
Fax (415) 467-4989

January 5, 2011

Mr. Dennis Weber
Brisbane Police Officers' Association
50 Park Place
Brisbane, CA 94005

Dear Dennis:

This letter will confirm our understanding regarding Commander Assignment Pay that the parties have agreed to.

The City may assign a Sergeant to perform the full range of duties of a City of Brisbane Police Commander. An employee so assigned will receive ten percent (10.0%) above the employee's current Sergeant base pay for the duration of such assignment. Such assignment outside the Brisbane Police Officers' Association's bargaining unit is at the sole discretion of the City and may be revoked at any time.


The City and the Police Officers Association acknowledge that this agreement shall not be in full force and effect until approved by Resolution of the City Council of the City of Brisbane. If the foregoing is in accordance with your understanding, please so indicate by signing below.

BRISBANE POLICE OFFICERS ASSOCIATION


Dennis Weber

01/05/10
Date

CITY OF BRISBANE


Clayton Holstine
City Manager


Stuart Schillinger
Administrative Services Director


Maria Saguisag-Sid
Senior Human Resources Analyst