



Staff Reports

File #: 1712-2019, **Version:** 1

To: Honorable Mayor and Members of City Council

From: Jennifer Brizel, Human Resources Director

Prepared By: Gabrielle Petersen, Management Analyst I

TITLE:

Classification Specification for Police Officer

RECOMMENDED ACTION:

Adopt a resolution adopting the revised classification specification for Police Officer

DISCUSSION:

The Police and Human Resources Departments have been developing strategies for increasing outreach to lateral police officer candidates. We have struggled to recruit lateral talent based on a variety of factors, such as the changes to our retirement formula following the California Public Employees' Pension Reform Act (PEPRA), which took effect in January 2013, and changes the way CalPERS retirement and health benefits are applied, and places compensation limits on members as well as changed the City's classic membership formula from 3%@50 to 3%@55.

We have promoted continuous recruitments for lateral officers, yielding few qualified candidates over the last few years. In order to attract a broader, more diverse candidate pool, the Police and Human Resource Departments have collaborated with the California Peace Officer Standards and Training (POST) to gather information on the process for the POST Basic Course Waiver necessary per California Penal Code Section 830.1 (a) to obtain a POST Basic Certification to become a law enforcement officer in the State of California.

Human Resources staff recommend a revision to the class specification to include an option for lateral officers outside of California to transfer their skills to meet our needs within the City of Napa. We recommend that out-of-state applicants possess one year of experience in a sworn law enforcement position and obtain successful completion of the California POST Basic Course Waiver Process as required by POST at the time of hire.

The employee bargaining group was provided an opportunity to review and provide input on the recommendations.

The Civil Service Commission approved this recommendation at their meeting on January 14, 2019.

FINANCIAL IMPACTS:

No additional funding is required beyond that already allocated and approved in the City budget.

CEQA:

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15060(c).

DOCUMENTS ATTACHED:

ATCH 1 - Resolution

EX A - Police Officer Class Specification

NOTIFICATION:

Bargaining Unit - NPOA

Department Directors