

7.1F-1

REPORT

To the Honorable Mayor and City Council
From the City Manager

September 22, 2003

Subject

Hiring of Lateral Police Officer above entry level

Recommendation

The City Council approve the hiring of Police Officer Aaron Treadway at Step 5 rather than entry level.

Background

Aaron Treadway is an officer with the Millbrae Police Department and has served that department for approximately six years.

Lateral applicants are particularly desirable to the Redwood City Police Department in that they have graduated from the police academy, have field experience, and can be released as solo police officers approximately six months earlier than entry level candidates. Lateral officers typically have no difficulty completing probation, further enhancing their value to our organization. The police department is aggressively recruiting these candidates and has previously asked the City Council to approve hiring lateral officers at steps higher than entry level salary.

Third step is the highest appointment level mentioned in the existing Memorandum of Understanding between the City and the Police Officers Association (Section 7.1.5). The Police Chief is requesting that the City Council exercise its authority under Redwood City Code Chapter 23, Article III, Section 23.31(E) – Salary and Wage Plan. The Code permits the City Council to appoint police officers at the fourth step if the appointee for the position of police officer has a minimum of three (3) years of paid full-time law enforcement experience and the fifth step if the candidate has a minimum of four (4) years experience.

Alternative

Appointment above entry level is one of several incentives created to attract lateral candidates. The City Council could deny the Police Chief's request to compensate Officer Treadway at a salary level commensurate with his experience. However, this would make it difficult to attract experienced police officers.

Fiscal Impact


Officers hired at Step 1 make \$5,623 monthly, Step 5 is currently \$6,835. Benefits do not vary between steps. The total fiscal impact is \$1,212 per month. Funds in the Fiscal Year 2003-2004 police department budget are sufficient to hire the officer at this salary level.



Chris Cesena
Police Captain



Carlos G. Bolanos
Police Chief



Ed Everett
City Manager