



# City of Chula Vista

## Staff Report

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**File#:** 17-0456, **Item#:** 7.

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RESOLUTION NO. 2017-187 OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING AN AMENDMENT (LETTER OF UNDERSTANDING) TO THE CURRENT MEMORANDUM OF UNDERSTANDING (PREVIOUSLY EXTENDED TO JUNE 30, 2020) BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION REGARDING OUT-OF-CLASS PAY FOR ACTING CAPTAINS AND RECRUITMENT INCENTIVE PROGRAM/NEW HIRE LATERAL INCENTIVE PAY

### **RECOMMENDED ACTION**

Council adopt the resolution.

### **SUMMARY**

The Chula Vista Police Department continuously recruits Peace Officers to fill vacancies. As an additional incentive to recruit experienced Peace Officers the City is proposing to double the current lateral incentive pay.

Additionally, to address long-term leaves at the management level of the Police Department, the City is recommending Police Lieutenants be compensated when working out-of-class as an Acting Police Captain.

### **ENVIRONMENTAL REVIEW**

#### **Environmental Notice**

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

#### **Environmental Determination**

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines because it will not result in a physical change in the environment; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

### **BOARD/COMMISSION RECOMMENDATION**

Not Applicable

### **DISCUSSION**

The Chula Vista Police Department continuously recruits Peace Officers to fill vacancies. For several years the City has been unable to reach full staffing at the rank of Peace Officer. While the number of vacancies has decreased, there continues to be vacant positions within the rank of Peace Officer.

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As an additional incentive to recruit experienced Peace Officers the City is proposing to double the current lateral incentive pay from a maximum of \$5,000 to a maximum of \$10,000 for Peace Officers depending on the years of experience they have as a Peace Officer.

Additionally, to address long-term leaves at the management level of the Police Department the City is recommending Police Lieutenants be compensated when working out-of-class as an Acting Police Captain. By providing out-of-class pay, the department will allow Lieutenants to gain experience in the role of Captain and maintain operational excellence during leaves of absence of current Captains.

#### **DECISION-MAKER CONFLICT**

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4 (a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

#### **LINK TO STRATEGIC GOALS**

The City's Strategic Plan has five major goals: Operational Excellence, Economic Vitality, Healthy Community, Strong and Secure Neighborhoods and a Connected Community. Approval of this Letter of Understanding supports City Initiative 1.2.3 Retain and attract quality employees under the Operational Excellence goal.

#### **CURRENT YEAR FISCAL IMPACT**

There is anticipated salary savings projected in the department to absorb the additional cost, resulting in no net impact to the General Fund.

#### **ONGOING FISCAL IMPACT**

Not applicable.

#### **ATTACHMENT**

- (1) Proposed Amendment (Letter of Understanding) to MOU between the City of Chula Vista and the Chula Vista Police Officer's Association regarding Acting Pay for Captains and Lateral Incentive Pay

*Staff Contact: Courtney Chase*