



Legislation Details (With Text)

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Title: ***RESOLUTION - 5th Amendment to the Position Authorization Resolution (PAR) No. 2018-158, adding one (1) police sergeant position to the Fresno Police Department, effective November 20, 2018 (Subject to Mayor's Veto)

Sponsors: Police Department

Indexes:

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Attachments: 1. FY 19 FIFTH Amend to PAR FY19_PD_Final.pdf

Date	Ver.	Action By	Action	Result
12/13/2018	1	City Council	approved	

REPORT TO THE CITY COUNCIL

December 13, 2018

FROM: JERRY DYER, Chief of Police
Police Department

BY: LYDIA CARRASCO, Deputy Chief
Administrative Services Division

SUBJECT

***RESOLUTION - 5th Amendment to the Position Authorization Resolution (PAR) No. 2018-158, adding one (1) police sergeant position to the Fresno Police Department, effective November 20, 2018 (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended Council: (1) adopt the 5th Amendment to Position Authorization Resolution No. 2018-158, adding one (1) police sergeant position to the Fresno Police Department (Department), effective November 20, 2018.

EXECUTIVE SUMMARY

Elections were held by the Fresno Police Officers Association (Association) October 2018. Police Sergeant Kirk Pool was elected First Vice President effective November 20, 2018, through November 19, 2020. The Department is requesting to add one (1) police sergeant position to cover the vacancy

created by the absence of the Association First Vice President. In subsequent Association elections, if a police sergeant is not elected to fill either the President or First Vice President positions, the additional police sergeant position will be converted to a police officer position. This amendment allows the City to promote a replacement police sergeant to cover the vacancy created by the full-time work done by the Association First Vice President per the MOU with FPOA.

BACKGROUND

On March 13, 2001, the Council approved the 18th Amendment to PAR 2001-184 adding one (1) police officer position to cover the vacancy created by the absence of the Association President. On September 27, 2007, the City and the Association executed a Side Letter of Agreement Modifying Section 6.3, Association Business, allowing the Association's First Vice President to use the Association time bank for Association business. The Side Letter was incorporated in the current FPOA MOU.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act (CEQA) Guidelines Section 15378, this item does not qualify as a "project" for the purposes of CEQA

LOCAL PREFERENCE

Local preference was not considered because accepting funding does not include a bid or the award of a construction or service contract.

FISCAL IMPACT

The Association's First Vice-President position is fully reimbursed by Association members who contribute .583333 hours each per month to a special time bank designated for Association business, which includes the equivalent to the salaries for the President and First Vice-President up to 40 hours per week each. Member contributions per month total approximately 484 hours and expenditures for these positions total approximately 400 hours, leaving time available for union business by other members (FPOA MOU 6.3). This reimbursement allows the City to promote a replacement police sergeant to cover the salary equivalent for the vacancy created by the full-time work done by the Association First Vice President up to 40 hours per week of base pay. The salary compensation owed above the 40 hours per week of base pay and benefits such as health, retirement, and leave accruals, will be additional costs borne by the General Fund, which amount to approximately \$35,000.

Attachments: 5th Amendment to PAR No. 2018-158