



The proposed additions to the allowable assignment pays list concern special assignments in the Police Department. Specifically, the additions would be Canine Officer/Animal Premium, Detective Division Premium, Gang Detail Assignment Premium, Patrol Premium, Rangemaster Premium, and Solo Patrol Premium, all at a percentage from 1% to 5% upon recommendation of the Police Chief and approval of the Human Resources Director and City Manager.

It is not anticipated that all of these categories will be used, in fact, it is highly likely that only one or two of the assignment pay categories will be awarded to just a few individuals. With the continued downsizing of the Police Department, personnel are being given duties that may have previously been separate full- or part-time positions but now are expected to be additional work for existing employees. Rather than come back to the City Council for further action every time a new assignment is created, the recommended additions cover our best guess as to what assignments are likely to be used in the future. Normally, this type of pay modification would be part of collective bargaining, but our desire to effect a quick contract extension in time for the FY 12-13 budget precluded discussion on this topic.

#### FINANCIAL IMPACT

Given the expectation that only a few officers will receive any of these assignment pays at a given time, any financial impact is expected to be minimal and can be accommodated within the current budget.

#### RECOMMENDED ACTION

That the City Council take the following action:

- Approve the following assignment pays in conformance with CCR §571:
  - a) Canine Office/Animal Premium: Up to 5% added to base pay for sworn police employees routinely and consistently assigned to handle, train and board a canine. Compensation shall **not** include veterinarian fees, feed, or other reimbursable expenses for upkeep of the dog. Granted upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager;
  - b) Detective Division Premium: Up to 5% added to base pay for sworn police employees who are routinely and consistently assigned to investigation duties, upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager;

CLARIFICATION OF "COMPENSATION EARNABLE" REPORTED TO  
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- c) Gang Detail Assignment Premium: Up to 5% added to base pay for sworn police employees routinely and consistently assigned to enforce laws relating to a group of individuals banded together for illegal activity, upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager;
- d) Patrol Premium: Up to 5% added to base pay for sworn police employees routinely and consistently assigned to patrol detail, upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager;
- e) Rangemaster Premium: Up to 5% added to base pay for sworn police employees routinely and consistently assigned to supervise the target range facilities and all related activities, upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager; and
- f) Solo Patrol Premium: Up to 5% added to base pay for sworn police employees routinely and consistently assigned to patrol alone in vehicles, upon recommendation of the Police Chief and the approval of the Director of Human Resources and the City Manager.



JOHN D.R. CLARK  
Human Resources Director/City Treasurer

**Recommended for Approval**



**Matthew Fertal**  
City Manager