



CITY COUNCIL AGENDA REPORT

MEETING DATE: February 15, 2011

ITEM NUMBER:

SUBJECT: ELIMINATION OF TWO VACANT POLICE OFFICER POSITIONS

DATE: FEBRUARY 9, 2011

FROM: ADMINISTRATIVE SERVICES DEPARTMENT/ADMINISTRATION

PRESENTATION BY: STEPHEN N. MANDOKI, ADMINISTRATIVE SERVICES DIRECTOR

FOR FURTHER INFORMATION CONTACT: STEPHEN N. MANDOKI, AT (714) 754-5351

RECOMMENDATION:

The City Council provide direction regarding the elimination of two (2) current vacant positions in the Police Department.

BACKGROUND:

In light of the City's current budget conditions, all City Departments are further reviewing their respective budgets for potential reductions. The Police Department has had two (2) Police Officer positions vacant for approximately 4 months.

The City Council Budget Working Group has reviewed the list of vacant positions for the City and is requesting that the City Council consider the elimination of two vacant Police Officer positions. At the City Council Study Session on February 8, 2011, direction was given to bring this matter before the City Council for their action.

Given the direction provided on February 8, 2011, a meet and confer meeting was being scheduled to occur prior to February 15, 2011. Per the requirements of the Meyers-Millias Brown Act, the City is required to meet with the Costa Mesa Police Officers Association (CMPA) to discuss possible impacts to their working conditions as a result of the loss of these vacant positions. As of the writing of this report, that meeting was being scheduled.

In addition, the City Manager's Office and Police Management will have also met to discuss the removal of these two positions. Their assessment as well as information from the meeting with CMPA will be provided as part of the staff presentation.

ANALYSIS:

At this time the Police Department has been able to absorb the two officer positions with minimal impact on departmental operations. If, however, future vacancies are not filled and/or positions are eliminated, departmental reorganization would need to be considered.

ALTERNATIVES CONSIDERED:

None at this time.

FISCAL REVIEW:

The annual budget for these 2 Police Officer positions was \$274,682. These vacancies have provided the City's General Fund a savings of \$95,082 to date. Should these 2 positions be eliminated, the projected savings through the remainder of the current fiscal year (June 30, 2011) would be \$211,292.

LEGAL REVIEW:

The City is required to meet and confer with the CMPA, the bargaining unit which represents the two vacant, but budgeted positions and that process must be completed prior to the positions being formally eliminated from the budget. Based on the fact that these positions are currently vacant and Captain Gogerty's view that no restructuring is required as a result of elimination of the two positions, we believe the impacts will be minimal at the most. If the Council direction is to proceed with eliminating the two positions, staff will complete the meet and confer process already begun and once completed, the positions can then be removed from the budget.

CONCLUSION:

Elimination of these two vacant Police Officer positions will result in a cost savings of \$211,292 for the current fiscal year.

STEPHEN N. MANDOKI
Administrative Services Director

LANCE M. NAKAMOTO
Human Resources Administrator

BOBBY YOUNG
Budget and Research Officer

KIMBERLY HALL BARLOW
City Attorney

DISTRIBUTION: City Manager
City Attorney
Finance Director
City Clerk