

5.2. Police Department Overhire



DATE: January 21, 2025

TO: Mayor and Members of the City Council

VIA: Stefan Chatwin, City Manager

FROM: Cory Call, Police Chief
Diane Pitman, Administrative Services Director

DEPARTMENT: Police

SUBJECT: OVERHIRE OF ONE (1) POLICE OFFICER POSITION

RECOMMENDATION

It is recommended that the City Council adopt the attached resolution authorizing an overhire for one (1) Police Officer position from April 2025 through the remainder of FY 24-25.

EXECUTIVE SUMMARY

A Police Officer position has been filled by an employee on long-term injury leave since September 16, 2023, resulting in the absence of an in-service Police Officer through the duration of this injury leave. Considering the injured officer's status, the unknown duration of the officer's future leave, and the uncertainty of the officer returning to work, staff is recommending the requested overhire. The overhire, if authorized by the City Council, will ease staffing strains and workload on current Police Officers and will help in maintaining service levels to the community. The estimated cost for the overhire of one (1) Police Officer position through the end of FY 24-25 is \$46,500. Unspent Police Department salary expenditures in FY 24-25 are expected to offset this estimated cost and therefore, no additional appropriation is being requested at this time.

BACKGROUND/ANALYSIS

The Police Department has faced ongoing challenges in maintaining fully staffed patrol shifts and specialized units due to a combination of factors, including higher-than-

expected turnover, on-duty injuries, retirements, and challenges in recruitment. These vacancies and injury-related absences have put additional strain on the department's existing staffing resources and ability to meet the public safety needs of the community while maintaining necessary response times and officer safety standards. At this time, the department is operating with a reduced number of officers, which has led to concerns about employee burnout, decreased coverage, and challenges in maintaining optimal service levels. Although there are 34 positions approved for patrol, there are only 30 filled at a full-time capacity. The four vacant positions are in either a background stage or conditional offer.

Currently, out of the 30 positions filled in the Police Department, three (3) Police Officers are on modified duty and one (1) out on long-term leave, one (1) officer in the police academy and two (2) recruit officers in field training. This results in 23 full-time officers to cover all shifts. The three (3) Police Officers on modified duty are expected to return to full-duty in the next few months but it is uncertain whether the individual on long-term leave will be returning to work. These current staffing levels are not sufficient to meet the department's operational requirements and often forces mandatory overtime. Recruitment for new officers typically takes several months, and the field training process for new hires takes an additional five months. Authorization of an overhire will help alleviate the impact on the department's ability to respond to emergencies and perform other essential duties. Maintaining adequate staffing levels is critical to ensuring that officers are not overworked and that they have the support necessary to perform their duties safely. The overhire would help prevent burnout among existing officers and ensure proper rest and coverage. This will also ensure the City does not miss out on the best qualified candidates that are currently available but unable to be hired due to a long-term leave of absence. Management is monitoring the staffing situation and will return to city council if additional resources are needed. We believe one overhire is sufficient for now.

Given the ongoing nature of the staffing shortages and the critical need for law enforcement personnel to meet the public safety needs of the community, staff is requesting Council approval for an overhire of one (1) Police Officer for the remainder of FY 24-25.

California Environmental Quality Act

The request for an over hire of a Police Officer position is exempt per CEQA Guideline Section 15061(b)(3), Common Sense Exemption.

FISCAL IMPACT

Anticipating the overhire recruit Police Officer will begin employment with the City of Foster City on April 1, 2025, the estimated cost through the remainder of FY 24-25 at the Recruit Officer Step 1 rate will be \$46,500. Unspent Police Department salary expenditures in FY 24-25 are expected to offset this estimated cost and therefore, no additional appropriation is being requested at this time.

CITY COUNCIL VISION, MISSION, AND VALUE/PRIORITY AREA

Staff Empowerment and Operational Excellence

ATTACHMENTS

Attachment 1 - Resolution

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FOSTER CITY APPROVING AN OVERHIRE FOR (1) POLICE OFFICER POSITION FROM APRIL 2025 THROUGH THE REMAINDER OF FY 24-25

CITY OF FOSTER CITY

WHEREAS, the police officer position has been filled by an employee on long-term injury leave beginning September 16, 2023; and

WHEREAS, the duration of the officers future injury leave is unknown and if the officer will return to work; and

WHEREAS, the department has four police officers out on leave or modified duty, one officer in the police academy and four recruit officers in field training; and

WHEREAS, the department is operating with a reduced number of officers, which has led to concerns of burnout, decreased coverage, and challenges in maintaining optimal service levels; and

WHEREAS, the over-hire will help mitigate the impact of these vacancies on the department's ability to respond to emergencies and perform other essential duties.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Foster City does hereby authorize the overhire of (1) Police Officer position from April 2025 through the remainder of FY 24-25.

PASSED AND ADOPTED as a resolution of the City Council of the City of Foster City at the regular meeting held on the 21st day of January 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

STACY JIMENEZ, MAYOR

ATTEST:

PRISCILLA SCHAUS, CITY CLERK