



WORKSESSION MEMO

Date: February 24, 2015
To: City Council
From: Bryan Montgomery, City Manager 
Paul Abelson, Finance Director
SUBJECT: **Work Session and Public Input Session regarding the ongoing Police Services Study**

Background and Analysis

At the last City Council Meeting, the Council received another update and presentation regarding the ongoing Police Services Study that was undertaken to determine how to best position the City in providing for the long-term delivery of police services. Further public input has been sought through social media, the City's website, the weekly F.Y.I., and the *Oakley Outreach* email blast. Residents have been encouraged to send comments, suggestions and questions to info@ci.oakley.ca.us.

In addition to this work session discussion tonight, there are two other public input sessions planned this week which have been broadly publicized. These additional meetings will be on **Wednesday, February 25th from 4:00pm to 6:00pm**, and on **Thursday, February 26th from 6:00pm until 8:00pm** – both in the City Council Chambers.

Also, attached is a Frequently Asked Questions document that has been published on social media, the City's website and sent out through the *Oakley Outreach* email blast.

Staff will gather in the public input and report back to the City Council at the March 10th City Council Meeting.

Attachment

1. Frequently Asked Questions regarding the Police Services Study

POLICE SERVICES STUDY

Frequently Asked Questions

Q: Who currently provides police services in Oakley?

A: While some non-sworn staff members are City employees and the vehicles and equipment are owned by the City, the sworn police officers serving Oakley are actually County employees. The City has contracted with the County for these staffing services since its Incorporation.

Q: What is the Police Services Study and why is it being conducted?

A: With the clear acknowledgement of how critical police services are to the community (really the highest priority of City operations), the City Council asked staff to conduct an analysis to determine whether, over the long-term, service levels can be better maintained financially by establishing a mostly "in-house" Police Department or by remaining with the County contract.

While the services provided by the County have been outstanding, the costs of these services have increased dramatically over the last several years. In fact, this current fiscal year alone the County has increased costs by \$650,000 – just to maintain the existing service levels (i.e. these funds weren't to hire additional staff); it is estimated that another \$350,000 in costs will be added this coming fiscal year, but again with no additional staffing. These ever-increasing costs could threaten Oakley's ability to maintain, let alone improve, police services over time.

Q: What changes are being considered as a result of the Study and why?

A: The potential change would be to establish a City Police Department where the police officers are City employees; however, there are other components of the police services function that could continue to be contracted out, such as dispatch, forensics, information systems, records, evidence/property storage, etc. This combination of City staffing and other contracted services is what we are calling the City "hybrid" model.

The Study has found that, due to what are essentially staffing overhead costs charged by the County, the City could save money by bringing the staffing component "in-house." While a portion of these savings would need to be used to offset some increased costs associated with supporting the in-house/hybrid operations, a portion could be used to better maintain and eventually improve police services. Most importantly, a key determination of the Study is that the ability to add police officers over time is greatly improved under the City hybrid model.

Q: Would the Sheriff's Office deputies currently serving in Oakley be given an opportunity to work with the City should the City break away from the County contract?

A: Yes, we believe that many of these deputies currently serving, as well as many of those that have previously served in Oakley, will want to become part of the in-house Police Department. The goal is to provide a compensation and benefits package that will retain and attract these quality officers.

Q: What would the compensation and benefits package be if the City hired its own police officers?

A: To help prepare a draft package, the City hired an experienced set of consultants that surveyed other cities and also met with some of the existing staff in focus group settings. The cost estimates that have been prepared include the common and customary pay differentials along with competitive salaries and benefits. Some adjustments to the overall package are still likely and the package wouldn't be finalized until the required meet and confer activities take place with staff and final agreements with other service providers are reached.

Q: What changes would residents see if the City went with the hybrid model?

A: The residents would not really notice any change at all and the goal would be that the transition be as seamless as possible. Over time, we believe the City will be able to hire the additional officers needed to maintain or improve the police services provided to Oakley residents.

Q: What would be the consequences of not changing the way police services are delivered?

A: The fear is that with the rising costs under the current County contract model, the City would not be able to afford the additional police officers that will be needed to maintain or improve the services level in Oakley.

Q: What are the estimated cost savings if the City left the County contract?

A: Current and conservative estimates are that the City would save about \$600,000 per year under the City hybrid model. Initial transition costs are estimated to be about \$600,000, so it would be just one year to recover these one-time transition costs. Thereafter, the City Council could determine to utilize these savings to hire additional officers and/or provide other important community services.

Q: Would any additional taxes or fees be charged if the City left the County contract?

A: As stated above, the City hybrid model is expected to cost significantly less than the County model, so no additional taxes or fees are proposed. In fact, making the transition could very well avoid the need for additional taxes to pay for the additional police officers that will be needed over time. (Many cities have asked voters to increase sales tax or add a parcel tax for police services. This has not been contemplated and one reason for a transition would be to help avoid the need for additional taxes). There are police assessments currently charged to new development, and they have increased over the years, as they are indexed to the changes in County costs; future increases to those assessments are expected to be much smaller under the City hybrid model.

Q: What would the staffing levels be under the City hybrid model?

A: While adjustments could be made to specific titles and functions, the proposed organizational chart adds one additional police officer overall and one additional Police Services Assistant. The Department structure also includes two Lieutenant positions that currently do not exist in the County structure, and some non-sworn staff to help with administration and records. The proposed organizational chart can be viewed on the City's website at www.oakleyinfo.com There are

impacts to other City departments (primarily Human Resources, Finance and Legal) with the City hybrid model and those estimated costs have been included in the analysis.

Q: Does the City have adequate office space to handle increases in staffing?

A: Yes, there is expansion space within City Hall for the Police Department.

Q: What about helicopter and other police-related services that the County currently provides to Oakley?

A: They would all continue, without change. The Air Command Unit (helicopter) and Marine Patrol are two examples of services the County provides at no direct cost to all law enforcement agencies in the County (all residents in the County pay taxes to the County to help cover these costs). There are other mutual aid services that are provided at no-cost, and of course, other services that the City currently participates in for a fee.

Q: Why consider the transition now and is time of the essence?

A: The Study has been ongoing now for over a year and there has not been any rush; however, the estimated cost savings are significant enough that further delays would only cost the City more money and potentially delay the time within which the City can add officers to match the City's growth. If the decision were made to leave the County contract, it is estimated that the transition time would be 12-14 months.