



## **Staff Report**

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### RESOLUTION AUTHORIZING THE RECLASSIFICATION OF THE CORPORAL POSITION AND PROPOSED NEW SALARY RANGE

Honorable Mayor and Council Members:

#### **Summary**

The Belmont Police Department currently holds the position of Corporal as a Lateral Assignment, similar to that of a Detective or Traffic Officer. The position has evolved into that of a line level supervisor with all of the associated responsibility. With that in mind, staff recommends reclassifying the Corporal to an official promotional rank with the appropriate responsibility, property rights, and standing.

#### **Background**

In 1992 the Belmont Police Department instituted the position of Corporal as a Lateral Assignment to provide consistency of supervision in the absence of a Sergeant. As a Lateral Assignment, the Corporals are assigned, not promoted. Thus they have little property rights to the position, and can be assigned out of the position at the direction of the Chief of Police. They also retain their seniority by date of hire as an officer. All other ranks within the Police Department determine seniority by date of promotion. These seniority issues are important when it comes to bidding for shifts and vacations. Corporals are currently paid at 5% above their individual pay scale that they would get as a Police Officer.

#### **Discussion**

Reclassifying the Corporal rank will ensure that Corporals receive the appropriate job classification and respect that they deserve. Seniority will now be determined by date of promotion which will bring the Corporals in line with all other ranks.

Since 1992, the Corporal position has proven to be a valuable training ground for the future leaders of this organization. Corporals are able to participate in leadership training and have demonstrated that they are a vital part of the succession plan to which staff is committed.

#### **Fiscal Impact**

Staff has worked with the Human Resources Department to create the following salary structure for Corporals which, at each step, is 5% above that of a Police Officer with an Advanced Post certificate (A):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
• Police Officer (A)	\$6538	\$6865	\$7208	\$7568	\$7947
• Corporal	\$6865	\$7208	\$7568	\$7947	\$8344

Since the Corporals already receive a 5% increase in pay, there will be very little fiscal impact with this reclassification. Corporals will have a slightly higher overtime rate since the 5% increase will now be part of their standard salary and thus be used to figure that rate. Their reclassified salary would also be used to calculate potential retirement benefits through PERS. The current Police Department budget has the capacity to absorb such potential increases.

**Public Contact**

This item has been placed on the City Council agenda. The BPOA bargaining unit has also been made aware of this proposed reclassification.

**Recommendation**

Staff recommends that the City Council authorize the Belmont Police Department to reclassify the Corporal position from a lateral assignment to a formal promotion.

**Alternatives**

1. Opt not to reclassify the Corporal position.
2. Refer back to staff for further information.

**Attachments**

Resolution authorizing the Belmont Police Department to reclassify the Corporal position from a lateral assignment to a formal promotion.

Respectfully submitted,

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Daniel J. DeSmidt  
Lieutenant

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Donald J. Mattei  
Chief of Police

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Jack Crist  
City Manager

**RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION AUTHORIZING THE RECLASSIFICATION OF THE CORPORAL POSITION AND PROPOSED NEW SALARY RANGE**

**WHEREAS**, the Belmont Police Department first instituted the position of Corporal as a lateral assignment in 1992; and,

**WHEREAS**, the position has since evolved into that of a line level supervisor with all of the responsibility associated; and,

**WHEREAS**, this reclassification will ensure that Corporals receive the standing and respect that is appropriate; and,

**WHEREAS**, Corporals are a vital part of the succession plan to which the Belmont Police Department is committed;

**NOW, THEREFORE, BE IT RESOLVED** that the Chief of Police of the City of Belmont is hereby authorized to reclassify the Corporal position from a lateral assignment to a formal promotion.

\* \* \* \* \*

I hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Belmont at a regular meeting thereof held on November 27, 2007 by the following vote:

AYES, COUNCILMEMBERS: \_\_\_\_\_

NOES, COUNCILMEMBERS: \_\_\_\_\_

ABSTAIN, COUNCILMEMBERS: \_\_\_\_\_

ABSENT, COUNCILMEMBERS: \_\_\_\_\_

\_\_\_\_\_  
CLERK of the City of Belmont

APPROVED:

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MAYOR of the City of Belmont