

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of April 26, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Anthony Morefield, Interim Chief of Police

APPROVED BY: Cornelius Johnson, Interim City Manager

SUBJECT: Over Hire of Sworn Police Officers

RECOMMENDED ACTION

It is recommended that City Council discuss and direct staff regarding the over hire of sworn police officers.

FISCAL IMPACT

If the salary savings from expected officer departures is equal to or greater than the salary expenditures on new officers secured via over hiring, then over hiring may not have an immediate impact because salaries paid during the current fiscal year would come from existing salary savings. If sworn police over hiring is implemented, the need for a budget amendment would be evaluated in conjunction with the budget process and subject to City Council's direction to staff.

DISCUSSION

On February 11, 2020, the City Council adopted Resolution No. 2020/22 that authorized the immediate over hiring of sworn police officer's positions by up to six (6) sworn police officers above the current authorized allocated staffing level. The rationale for over hiring some vacancies within the Antioch Police Department were anticipated due to service retirements, medical retirements, and normal attrition. Therefore, staff believed it was prudent to be proactive and begin recruiting prior to the vacancies occurring.

The current authorized allocated staffing level is 115 sworn officers. Staff expects to have vacancies due to the same range of issues described in the above paragraph.

It is staffs understanding that the City Council would like to discuss the over hiring of sworn police officers.

ATTACHMENT

A. Resolution No. 2020/22

RESOLUTION NO. 2020/22

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
AUTHORIZING IMMEDIATE OVERSTAFFING OF SWORN POLICE OFFICER
POSITIONS BY UP TO SIX (6) SWORN POLICE OFFICERS ABOVE THE CURRENT
AUTHORIZED ALLOCATED STAFFING LEVEL**

WHEREAS, the Antioch Police Department (“APD”) is currently authorized to hire up to 115 sworn officers;

WHEREAS, APD currently has 112 sworn Police Officers and 2 anticipated hires in the recruitment pipeline;

WHEREAS, 114 of the 115 authorized sworn positions are anticipated to be filled by October 12, 2020, leaving only one remaining vacancy;

WHEREAS, there is currently an open recruitment for Police Lieutenant, and the last remaining conditional job offer is being held for the successful applicant of this process meaning that no further conditional job offers can be given at this time;

WHEREAS, some vacancies within the Antioch Police Department are anticipated due to service retirement, medical retirements and normal attrition; and

WHEREAS, staff believes it is prudent not to wait for these positions to become vacant, but instead to be proactive, plan ahead, and work to fill these anticipated vacancies in order to limit and/or eliminate any lapse in police services to the community.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby authorizes the City Manager or designee to immediately overstaff the Antioch Police Department by up to six (6) sworn Police Officers above the current authorized allocated staffing level of 115 sworn officers.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 11th day of February, 2020 by the following vote:

AYES: Council Members Wilson, Motts, Thorpe, Ogorchock and Mayor Wright

NOES: None

ABSENT: None

**ARNE SIMONSEN, CMC
CITY CLERK OF THE CITY OF ANTIOCH**