

**CITY OF CARMEL-BY-THE-SEA
CITY COUNCIL**

RESOLUTION NO. 2022-080

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA
AUTHORIZING THE CITY ADMINISTRATOR TO MODIFY THE JOB DESCRIPTION FOR
POLICE OFFICER (REDUCED STAFFING MODEL)**

WHEREAS, since January 2022, the City of Carmel-by-the-Sea's labor team consisting of the City Administrator (Chip Rerig), former Interim Public Safety Director (Brian Uhler), Community Planning and Building Director (Brandon Swanson) and Sr. Human Resources Analyst (Jane Wilson) and the Police Officer Association have been meeting collaboratively during the negotiation process; and

WHEREAS, the City's labor team and POA negotiation team embarked on a bold change model as part of the labor negotiation process; and

WHEREAS, as a result the Police Officer job description needs modification to more closely match the new higher level duties that are part of a Reduced Staffing Pilot Bonus program; and

WHEREAS, the recrafted Memorandum of Understanding (MOU) effective July 1, 2022 for the Police Officers Association includes a higher salary and additional payments to Officers that will allow the department to reduce staffing levels; and

WHEREAS, these duties in the revised job description include a variety of functions that are typically not a part of a typical Police Officer's duties and include but not limited to: mental health response skills, community policing/problem solving, field leadership responsibilities, detective-level capacity by patrol officers, special event coordination duties, crime scene leadership, press relations and more; and

WHEREAS, in accordance with (Carmel-by-the-Sea Municipal Code 2.52.040 (D)) the City Council approves funding of positions, job descriptions and salaries and the City Administrator proposes new positions to the City Council; and

WHEREAS, although this is not a newly created position, there are substantial changes to the job description and is part of the negotiation process; and

WHEREAS, the salary and funding issues are discussed in a separate item which includes approval of the MOU.

**NOW THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF
CARMEL-BY-THE-SEA DOES HEREBY:**

Authorize and approve the City Administrator to establish the modified job description for Police Officer (Reduced Staffing Model) **Exhibit A**

**PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA
this 13th day of September, 2022, by the following vote:**

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

ATTEST:

Dave Potter
Mayor

Nova Romero, MMC, City Clerk