



Office of the City Manager

CONSENT CALENDAR

March 12, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Align Training and Certification Differentials for Deputy Police Chief and Police Chief with Differentials for Berkeley Police Association Members

RECOMMENDATION

Adopt a Resolution aligning the training and certification differentials for Deputy Police Chief and Police Chief – specifically, for Crisis Intervention Training, the KIND Policing Differential, and POST certificates – with those of Berkeley Police Association members; specify that for Deputy Police Chief and Police Chief the POST certificates must be at the Management level; provide retiree medical benefits that BPA members and the Police Chief receive to the Deputy Police Chief as well.

This Resolution follows Council consideration of this item in Closed Session on February 20, 2023.

FISCAL IMPACTS OF RECOMMENDATION

Fiscal impacts will differ depending on salary, as the differentials are percentage-based.

CURRENT SITUATION AND ITS EFFECTS

Pay differentials for which members of the Berkeley Police Association (BPA) qualify – specifically, for Crisis Intervention Training, for the KIND (Constitutional, Humane, Impartial, Neighborhood-Oriented, and DEI-Centered) Policing Differential, and for various POST certificates – are leading to compaction issues between the recently-established Deputy Police Chief classification and that of Captain.

Without alignment with BPA pay differentials, internal recruitment for Deputy Police Chief will be highly challenging, as members of the department will be disincentivized from seeking promotion given the compaction in pay. The alignment needs to apply to the Police Chief as well to prevent next-level compaction with the Deputy classification.

Section 13.13 of the Unrepresented Employee Manual also needs to be modified to specify that retiree medical benefits that BPA members and the Police Chief currently receive will be provided to the Deputy Police Chief as well.

BACKGROUND

The classification of Deputy Police Chief was created in 2023 with a salary range set at \$260,000 at its top point, allowing sufficient departure from the top step for Captain (\$223,266).

Nevertheless, compaction is being created because the Deputy Police Chief classification is Unrepresented, whereas Captains are BPA members who qualify for differentials for such ongoing specialized education as Crisis Intervention Training (CIT) and KIND (Constitutional, Humane, Impartial, Neighborhood-Oriented, and DEI-Centered) policing, as well as for Intermediate and Advanced certificates from the Commission on Police Officer Standards and Training (POST).

The recommendation to align training and certification differentials for Deputy Police Chief and Police Chief with those of BPA members aims to address the salary compaction issue, while also broadening the Crisis Intervention and KIND policing trainings to apply to the leaders of the Berkeley Police Department, regardless of their Unrepresented status. POST differentials for the Deputy Police Chief and Police Chief will apply if their certification is at the Management level, which is an even higher requirement than the Advanced level.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

Aligning the training and certification differentials for Deputy Police Chief and Police Chief with those of Berkeley Police Association members will resolve salary compaction issues along the promotional ladder from Captain to Deputy Police Chief to Police Chief.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachments:

1: Resolution

ALIGN TRAINING AND CERTIFICATION DIFFERENTIALS FOR DEPUTY POLICE CHIEF AND POLICE CHIEF WITH DIFFERENTIALS FOR BERKELEY POLICE ASSOCIATION MEMBERS

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the classification of Deputy Police Chief was established in 2023 with a salary range set at \$260,000 at its top point; and

WHEREAS, pay differentials for which members of the Berkeley Police Association qualify – specifically, for Crisis Intervention Training, for the KIND (Constitutional, Humane, Impartial, Neighborhood-Oriented, and DEI-Centered) Policing Differential, and for various POST certificates – are leading to salary compaction issues between the recently-established Deputy Police Chief classification and that of Captain; and

WHEREAS, without alignment with BPA pay differentials, internal recruitment for Deputy Police Chief will be highly challenging, as members of the department will be disincentivized from seeking promotion given the compaction in pay; and

WHEREAS, the alignment needs to apply to the Police Chief as well to prevent next-level compaction with the Deputy classification; and

WHEREAS, section 13.13 of the Unrepresented Employee Manual needs to be modified to specify that retiree medical benefits BPA members and the Police Chief currently receive will be provided to the Deputy Police Chief as well;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the Unrepresented Employee Manual be modified to align Deputy Police Chief and Police Chief earnings with BPA differentials for Crisis Intervention Training (2%), the KIND Policing Differential (3% currently, 4% as of July 1, 2024), and for various POST certificates (up to 7%); and

BE IT FURTHER RESOLVED that POST certificates for the Deputy Police Chief and the Police Chief must be at the Management level to qualify for the differential; and

BE IT FINALLY RESOLVED that Section 13.13 of the Unrepresented Employee Manual be modified to specify that retiree medical benefits provided to BPA members and to the Police Chief apply to the Deputy Police Chief as well.

