

STAFF REPORT

City of Lancaster

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9/12/2023
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Date: September 12, 2023

To: Mayor Parris and City Council Members

From: Jason Caudle, City Manager
Roderick Armalin, Public Safety Director
Kathleen Abaied, Human Resources Assistant Director

Subject: **Office of Chief of Police and Police Department**

Recommendations:

1. Introduce **Ordinance No. 1107**, adding Chapter 2.10 to the Lancaster Municipal Code relating to the Chief of Police.
2. Adopt **Resolution No. 23-58**, amending Resolution No. 23-51, establishing a compensation schedule for the classifications of Chief of Police and Director of Public Safety of the City of Lancaster.

Fiscal Impact:

The cost of the compensation does not change as a result of this decision.

Background:

Part of the next phase of the formation of the Hybrid Law Enforcement model, is the establishment of the classification of Chief, and the introduction of the ordinance creating the Office of Police Chief. The ordinance sets out for the process of appointing and setting out the powers and authority of the Chief. The ordinance and resolution are consistent with the intent of the City Council for formation of the Hybrid Policing Model. As you know this is the first of its kind agency and as a result will roll out over time to provide a proper transition and allow for regular additions, modification, and changes as the program progresses.

The proposed classification and compensation changes will allow the Public Safety Department to begin transitioning into the Lancaster Police Department and provide additional law enforcement resources to aid in addressing crime and quality of life issues. With the current crime trends, the City recognizes the need to be proactive and create a system to mitigate potential serious issues. By transitioning our Public Safety Department to a Lancaster Police Department, it gives our city the ability to address the "root causes" behind some of these long-term issues. This will be accomplished by first hiring a Chief of Police followed by recruitment of additional Police Department Management and Peace officers to enhance service to our community and supplement our existing Sheriff's Department law enforcement resources.

Attachments:

Ordinance No. 1107
Resolution No. 23-58