



Date: April 18, 2017
To: City Manager for Council Action
From: Chief of Police
Subject: Approval to Set Salary at Step 3, Salary Grade A-31, for Recruit Police Officer Candidate Mario Fernandez

EXECUTIVE SUMMARY

As a result of our continuous recruiting efforts, the Police Department is fortunate to be considering a recruit police officer who comes to us with prior law enforcement experience. Mario Fernandez served with the Santa Clara County Sheriff's Office as a Correctional Peace Officer since 2015. He has completed an Adult Corrections Core Academy and has gained valuable experience maintaining custody and managing our county's inmate population.

Based on the experience candidate Mario Fernandez brings to the Santa Clara Police Department, staff recommends Mr. Fernandez be appointed at Step 3 of the salary range A-31.

ADVANTAGES AND DISADVANTAGES OF ISSUE

An appointment at Step 3 will allow the Police Department to hire a well-qualified recruit police officer candidate at a salary commensurate with Mr. Fernandez's years of law enforcement experience. There are no disadvantages.

ECONOMIC/FISCAL IMPACT

The salary at Step 3 for a Recruit Police Officer is 10% higher than Step 1, resulting in an additional cost of approximately \$3,816 for 6 months or 12 pay periods. No budget modifications will be necessary.

RECOMMENDATION

That the Council approve the request to set the salary of Recruit Police Officer candidate Mario Fernandez at Step 3, Salary Grade A-31.

Michael J. Sellers
Chief of Police

Reviewed by:

Liz Brown
Director of Human Resources

APPROVED:

Rajeev Batra
Interim City Manager