

Response to Questions on the FY 2009 Advertised Budget Plan

Request By: Supervisor Herrity

Question: How many O Scale employees are currently in positions that could be or are identified as civilian employees? What is the expected salary differential for these positions between merit employee salaries and O scale salaries?

Response: Preliminary analysis by the Police Department has identified 32 positions currently on the O Scale that could potentially be civilianized. It is important to note that this number includes all positions that could theoretically be performed by civilians, without regard to cost or benefit. At this point, the agency is unable to identify whether civilianization of positions would in fact yield a cost savings. Further market analysis is needed to ascertain the proper classification and salary for any converted positions. Civilianization of some positions, such as those positions currently in information technology functions, may in fact yield a net cost. Additionally, the agency has identified other less tangible benefits of having the positions filled by sworn personnel, such as operational knowledge and the availability of additional sworn officers in case of an emergency.

A breakdown of positions by area is as follows:

- Operational Support (14)
- Investigations Support (6)
- Information Technology functions (5)
- Directors and Managers (5)
- Interagency Liaisons (2)