

## Colusa Police Department Hiring and Retention

Over the last several years the Colusa Police Department has struggled to hire and retain quality employees. This is largely in part because the salary range of the police department is not comparable to the workload and the salary of other surrounding agencies. The below table shows the activity of each department for 2021. These numbers were compiled from each agency. Every agency tracks its data differently so the numbers below are as accurate as possible. The California Highway Patrol (Williams CHP) was not included.

	CAD Calls for Service	Agency Dispatched Calls for Service	Agency Assists	Citations	Reports	Arrests	Traffic Stops
<b>Colusa Police Department</b>	<b>3893</b>	<b>1107</b>	<b>398</b>	<b>782</b>	<b>826</b>	<b>274</b>	<b>2304</b>
Williams Police Department	2299	2477* Includes walk in's	291	416	589	342	963
Colusa County Sheriff's Office	5229	All County call are CAD dispatched.	85	381	1235	256	No Data Provided

The salary range for the surrounding agencies in the county as well above what the Colusa Police Department salary is. The current salary range for CPD is listed below. This is base rate pay for top step officer only.

	<u><b>Step 1</b></u>	<u><b>Step 5</b></u>
<b>Colusa PD</b>	<b>\$4,192.00</b>	<b>\$5095.00</b>

Both the Colusa County Sheriff's Office and Williams Police Department offer significantly higher pay.

	<u><b>Step 1</b></u>	<u><b>Step 5</b></u>
<b>Colusa SO</b>	<b>\$4,923.00</b>	<b>\$6013.00</b>
<b>Williams PD</b>	<b>\$4,850.82</b>	<b>\$5896.20**</b>

\*\*This is only WPD year 1 (2022) contract pay. Year 2 (2023) will go up another 3-6% depending on CPI.

In the last several years, CPD has lost seasoned employees to both Colusa County SO and Williams PD, one being our K9 handler.

CPD has also lost an employee to the Sutter County Sheriff's Office recently. This employee left because Sutter County has more opportunities for special assignments i.e.; K9, Detective, Narcotics, Boats, Gang Suppression as well as a higher salary. CPD has a hard time offering these positions because we cannot keep staff nor an adequate staffing level.

CPD is at critically low staffing currently. The current staffing includes:

- 1 Chief
- 1 Lieutenant
- 1 Sergeant
- 4 Officers (1 on modified duty)

As such, to maintain 24/7 staffing this means that the 1 Sergeant and 3 Officers are working 12 hours shifts on a 3 on 4 off, 4 on 3 off schedule. They work alone, except for Monday- Friday when the Chief and Lieutenant help often for coverage.

This is an officer safety issue. Often CPD relies on Colusa County Sheriff's Office, CHP, and even Williams Police Department for coverage and assistance as needed. Additionally, CPD is not able to conduct as much proactive enforcement such as traffic, extra patrol, bike patrol, foot patrol, abandoned vehicle removal/ parking enforcement as well as participate in various community events as the staffing just simply does not allow it. The police department does not have a Detective. This means officers must do all their own follow up, along with handle additional calls for service. The city's general plan outlines 2 officers for every 1000 residents. The current census for the City of Colusa is 6499 people. 13 officers are needed for adequate coverage.

Other agencies in the Yuba/ Sutter area offer not only higher pay, special assignments and incentives, but also large hiring bonuses for lateral (experienced) officers. A few notable agencies are Yuba County Sheriff (\$2500.00-\$10,000.00). Yuba City Police Department (\$15,000.00+). CPD has lost officers to both of these agencies. Other incentives include take-home vehicles up to a certain mileage, not just if you live in the City or County.

Training and experience are critical in law enforcement and keeping both the citizens of Colusa safe as well as police department personnel. The average police academy is 6 months long. The hiring process takes anywhere from 2-4 months. The required field training is another 10-18 weeks after hiring before you have an officer that can work in a “solo officer” capacity. This means that it can take close to a year to fully fill a vacant position.

The Colusa Police Department recently lost out on a lateral (experiences officer) applicant as Colusa County offered far more pay and opportunity. This applicant (now a Colusa County Deputy) is a resident of the City of Colusa.

Also attached is a current salary survey. The agencies listed are the agencies that were used during the last salary contract negotiations. Information below was compiled by Mastagni Holstedt.

### Police Sergeant

Agency	Position Title	Bargaining Unit	Top Step Salary
Williams	Police Sergeant	WPOA	\$ 7,999.46
Gridley	Police Sergeant	GPOA	\$ 7,002.00
Winters	Police Sergeant	WPSA	\$ 7,853.00
Chico	Police Sergeant	CPOA	\$ 9,694.53
Marysville	Police Sergeant	MPOA	\$ 6,919.27
Yuba City	Police Sergeant	YPS	\$ 8,938.00
Colusa County	Sergeant	DSA	\$ 7,152.00
Colusa City	Police Sergeant	CPOA	\$ 6,013.00
<b>Mean</b>			\$ 7,936.90
<b>Difference</b>			-32.00%

### Police Officer

Agency	Position Title	Bargaining Unit	Top Step Salary
Williams	Police Officer	WPOA	\$ 6,780.63
Gridley	Police Officer	GPOA	\$ 5,808.00
Winters	Police Officer	WPOA	\$ 6,714.00
Chico	Police Officer	CPOA	\$ 7,217.60
Marysville	Police Officer	MPOA	\$ 5,975.93
Yuba City	Police Officer	YPOA	\$ 7,462.00
Colusa County	Deputy Sheriff	DSA	\$ 6,013.00
Colusa City	Police Officer	CPOA	\$ 5,197.00
<b>Mean</b>			\$ 6,567.31
<b>Difference</b>			-26.37%

\*\*5 step salary range, no longevity included.

