



MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC #

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LETTER TO COMMISSION
CITY CLERK'S OFFICE

TO: Mayor Matti Herrera Bower and Members of the City Commission

FROM: Kathie G. Brooks, Interim City Manager

DATE: March 26, 2013

SUBJECT: VACANCY REPORT AS OF MARCH 10, 2013

During the development of the FY 2012/13 budget, the City Commission directed the Administration to closely monitor the staffing levels of the Police Department, in particular the sworn positions, which greatly impact the level of safety throughout the City.

In response to the Commissioners' request, the Human Resources Department has been instructed to prepare and update an analysis of vacant sworn Police positions during each pay period. Due to positions being constantly filled, disciplinary actions, and/or separations due to retirement or resignations, the position count continually fluctuates. This analysis provides a clear reflection of sworn vacancies within the Police Department as the fiscal year progresses.

Attachment 1 provides a summary of the sworn vacancies in the Police Department beginning with the first period of FY 2012/13 and ending with the most recent completed pay period ending March 10, 2013.

The report reflects that there are a total of 381 budgeted sworn positions within the Police Department in the FY 2012/13 Adopted Budget. Since the beginning of the fiscal year, the Department has made a concerted effort to fill all vacant positions as efficiently as possible. Total sworn vacancies have been reduced from a high of ten positions over the first pay period of the fiscal year to one (1) vacant position as of the pay period ending March 10, 2013.

It is important to keep in mind that there are currently three (3) overages in the rank of Police Sergeant incurred as a result of settlement agreements and one (1) overage in the rank of Police Lieutenant created as a result of an employee's return to classified service; these overages are offset by four (4) Police Officer vacancies, and one (1) Captain vacancy. The net effect accounts for the one (1) vacancy noted above.

The Administration will continue to monitor the vacancies of the sworn positions in the Police Department and continue to provide updates to the Commission. Should you require any additional information, please do not hesitate to contact me.

KGB/CMG

Attachment

Pay Period: 11/05/12 - 11/18/12

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
EMERGENCY MANAGER*	1
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	0
POLICE LIEUTENANT**	20
POLICE SERGEANT	55
POLICE OFFICER	284
Total Filled:	371 <i>(Does not include Emergency Manager)</i>
Unfilled:	10

Pay Period: 11/19/12 - 12/02/12

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
EMERGENCY MANAGER*	1
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	0
POLICE LIEUTENANT**	20
POLICE SERGEANT	55
POLICE OFFICER	288
Total Filled:	375 <i>(Does not include Emergency Manager)</i>
Unfilled:	6 <i>(8 PO vacancies)</i>

Pay Period: 12/03/12 - 12/15/12

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
EMERGENCY MANAGER*	1
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	20
POLICE SERGEANT	56 <i>(1 overage as a result of settlement agreement; offset by PO vacancy)</i>
POLICE OFFICER	287
Total Filled:	376 <i>(Does not include Emergency Manager)</i>
Unfilled:	5 <i>(7 PO vacancies)</i>

Pay Period: 12/16/12 - 12/30/12

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
EMERGENCY MANAGER*	1
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	20
POLICE SERGEANT	56 <i>(1 overage as a result of settlement agreement; offset by PO vacancy)</i>
POLICE OFFICER	288
Total Filled:	377 <i>(Does not include Emergency Manager)</i>
Unfilled:	4 <i>(6 PO vacancies)</i>

Pay Period: 12/31/12 - 01/13/13

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	20
POLICE SERGEANT	56 <i>(1 overage as a result of settlement agreement; offset by PO vacancy)</i>
POLICE OFFICER	288
Total Filled:	377
Unfilled:	4 <i>(6 PO vacancies)</i>

Pay Period: 01/14/13 - 01/27/13

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	20
POLICE SERGEANT	57 (2 overages as a result of settlement agreements; offset by PO vacancies)
POLICE OFFICER	292
Total Filled:	382
Unfilled:	-1 (2 Police Officer vacancies)

Pay Period: 01/28/13 - 02/10/13

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	19
POLICE SERGEANT	57 (2 overages as a result of settlement agreements; offset by PO vacancies)
POLICE OFFICER	292
Total Filled:	381
Unfilled:	0 (2 Police Officer vacancies)

Pay Period: 02/11/13 - 02/24/13

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	19
POLICE SERGEANT	57 (2 overages as a result of settlement agreements; offset by PO vacancies)
POLICE OFFICER	291
Total Filled:	380
Unfilled:	1 (3 Police Officer vacancies)

Pay Period: 02/25/13 - 03/10/13

POLICE CHIEF	1
ASST CHIEF OF POLICE	1
POLICE MAJOR	3
POLICE CAPTAIN	7
INVESTIGATOR SUPERVISOR	1
POLICE LIEUTENANT**	19
POLICE SERGEANT	58 (3 overages as a result of settlement agreements; offset by PO vacancies)
POLICE OFFICER	290
Total Filled:	380
Unfilled:	1 (1 Captain & 4 Police Officer vacancies)

* Emergency Manager position is budgeted to be carried as an overage through 12/31/12, and is then budgeted to be converted to a part-time non-sworn position.

** 2 overages: 1 as a result of discipline, 1 due to return to classified service. 1 overage for Police Lieutenant is budgeted to be carried as an overage through 02/28/13 and will be eliminated by attrition. The second overage for Police Lieutenant is offset by Police Captain vacancy.