



Legislation Text

File #: 18-2022, Version: 1

Resolution to Add a Full-Time Equivalent for a Staff Liaison to Support the Independent Community Police Oversight Commission and Human Rights Commission

On October 15, 2018, the City Council of the City Ann Arbor adopted an ordinance ([ORD-18-30](http://a2gov.legistar.com/LegislationDetail.aspx?ID=3688868&GUID=578D16BE-25A3-4E93-BE26-BF0F7E0BDC45&Options=ID|Text|&Search=ORD-18-30) [<http://a2gov.legistar.com/LegislationDetail.aspx?ID=3688868&GUID=578D16BE-25A3-4E93-BE26-BF0F7E0BDC45&Options=ID|Text|&Search=ORD-18-30>](http://a2gov.legistar.com/LegislationDetail.aspx?ID=3688868&GUID=578D16BE-25A3-4E93-BE26-BF0F7E0BDC45&Options=ID|Text|&Search=ORD-18-30)) to create the Independent Community Police Oversight Commission (ICPOC) and an accompanying resolution ([R-18-425](http://a2gov.legistar.com/LegislationDetail.aspx?ID=3690402&GUID=9206B7E6-E7C7-4397-AE8E-103218FEEDA8&Options=ID|Text|&Search=R-18-425) [<http://a2gov.legistar.com/LegislationDetail.aspx?ID=3690402&GUID=9206B7E6-E7C7-4397-AE8E-103218FEEDA8&Options=ID|Text|&Search=R-18-425>](http://a2gov.legistar.com/LegislationDetail.aspx?ID=3690402&GUID=9206B7E6-E7C7-4397-AE8E-103218FEEDA8&Options=ID|Text|&Search=R-18-425)) to increase the budget of the Ann Arbor Police Department by \$50,000 in the current fiscal year (FY19) to support the ICPOC's start-up activities. The resolution specifically provided funding for a staff liaison "to provide administrative support on a contractual basis..."

Subsequent to Council taking that action, staff created a preliminary position description for a Management Assistant to support the ICPOC. The City Administrator provided the description to the Chair of the Human Rights Commission (HRC) for her review and input regarding the position also supporting the HRC. In consideration of the projected requirements for the position and the overlap of areas of concern between the ICPOC and the HRC, City staff and the City Administrator believe the anticipated benefits of providing stability to this position during the formational period for the ICPOC would be best served by hiring the liaison as a full time City staff position as quickly as possible.

The funding for this position is already available to support the hiring, however the language of the October 15, 2018 Council resolution directs that the position be hired by contract. This resolution requests that an additional FTE be added to provide for a direct employee hire.

Budget Impact: This resolution has no impact on the current year budget and is being incorporated into the FY20 budget.

Prepared by: Howard S. Lazarus, City Administrator

Approved by: Howard S. Lazarus, City Administrator

Whereas, On October 15, 2018, the City Council of the City Ann Arbor adopted an ordinance (ORD-18-30) to create the Independent Community Police Oversight Commission (ICPOC) and an accompanying resolution R-18-425 to increase the budget of the Ann Arbor Police Department by \$50,000.00 in the current fiscal year (FY19) to support the ICPOC's start-up activities. The resolution specifically provided funding for staff liaison "to provide administrative support on a contractual basis...";

Whereas, The creation of the ICPOC is a strategic priority for the City of Ann Arbor and is necessary to support the highest standard of policing in our city, to create a higher level of trust between the community and our police officers, and to continue a culture of transparency and openness regarding the operations of our police department for the benefit of the residents they serve;

Whereas, Subsequent to Council taking that action, staff created a preliminary position description for

a Management Assistant to support the ICPOC and the City Administrator provided the description to the Chair of the Human Rights Commission (HRC) for her review and input regarding the position also supporting the HRC;

Whereas, In consideration of the projected requirements for the position and the overlap of areas of concern between the ICPOC and the HRC, City staff and the City Administrator believe the anticipated benefits of providing stability to this position during the formational period for the ICPOC would be best served by hiring the liaison to support both the ICPOC and the HRC as a full time City staff position as quickly as possible; and

Whereas, The funding for this position is already available to support the hiring, however the language of the October 15, 2018 Council resolution directs that the position be hired by contract. This resolution requests that an additional FTE be added to provide for a direct hire;

RESOLVED, That the City Council modifies the action taken (Enactment R-18-425) on October 15, 2018 to increase the number of authorized FTEs by one and to provide for the hiring of the staff liaison to the Independent Community Police Oversight Commission and the Human Rights Commission as a full time equivalent in the City Administrator's Office.