



STAFF REPORT CITY COUNCIL

DATE: November 19, 2019

TO: Honorable Mayor and City Councilmembers

FROM: Christopher L. Foss, City Manager

SUBJECT: Evaluation of Services and Agreement with Alameda County for Law Enforcement Services
Prepared by: Nate Schmidt, Captain, Dublin Police Services & John Stefanski, Assistant to the City Manager

EXECUTIVE SUMMARY:

The City Council will receive a comprehensive five-year evaluation of Dublin Police Services and will consider a proposed contract for Police Services with the Alameda County Sheriff's Office for a 10-year period beginning July 1, 2020 and ending June 30, 2030.

STAFF RECOMMENDATION:

Receive the report and adopt the **Resolution** Approving the Agreement Between the County of Alameda and the City of Dublin for Law Enforcement Services Within the City of Dublin.

FINANCIAL IMPACT:

Costs for Police Services are estimated on an annual basis and are incorporated into the City's budget process. The cost of services varies from year to year based on labor agreements negotiated by the Alameda County Sheriff's Office with its labor units, and the City's staffing requirements to meet the needs of the community. Police Services costs within the City of Dublin are estimated to be \$20.9 million for Fiscal Year 2019-20, for the provision of 59 sworn and four non-sworn police staff.

DESCRIPTION:

The City began contracting with the Alameda County Sheriff's Office (ACSO) for Police Services on July 1, 1982. Over the past 38 years, the City and ACSO have renewed and/or extended the agreement between the two organizations 10 times. The contract has proven to be a valuable asset to the community as the City has been able to gain an economy of scale in contracting with a larger organization. Specifically, many of the assets and services that have been available to the Dublin community through the contract with ACSO are generally not available to communities the size of Dublin. The

ACSO has been able to provide a high level of service while acting as the City's own dedicated police force.

Pursuant to City Council policy, contract evaluations are conducted at or near the end of the contract term. Staff has evaluated Police Services provided to the City under the current contract, which has a term of five years and expires on June 30, 2020. As County contract personnel and City staff work together to provide Police Services to the community, the evaluation included an assessment of the services provided by City employees that support police activities as well.

The criteria used to evaluate ACSO services were established in the previous contract reviews, and they have served as key performance indicators that are valuable to the City of Dublin. The criteria used to evaluate the contract are divided into categories as follows:

- *Category I:* Quality of Services Provided
- *Category II:* Adequacy of Services Provided
- *Category III:* Cost of Services

The Contract Review Report (Report) can be found in Attachment 3. For 2018, Dublin Police Services (DPS) drove 455,732 miles, maintained a foot patrol presence in the commercial districts and residential park areas, and assisted Crime Prevention in distributing informational materials to businesses and residences. Specifically, Dublin Police Services responded to approximately 38,550 calls for service with an average patrol response time of 5.06 minutes (July 2019). Throughout this work, DPS regularly received numerous verbal commendations from residents and members of the community.

Contract Overview

The high-level terms of the proposed agreement include the following:

- 10-year term; July 1, 2020 through June 30, 2030.
- City to pay for actual costs of services. Indirect costs (i.e. overhead) shall not exceed 8%.
- Annual reviews of level of service must be completed by March 31 of each year.
- City Manager may request modifications to level of service at any time.
- Agreement may be terminated upon eighteen (18) months prior written notice by either party.

The terms of this agreement are largely similar to those of previous agreements and provide the City with the latitude to adequately manage police services. Additionally, the Report provides an overall positive evaluation of ACSO Services. Therefore, Staff determines it is in the best interest of the City to continue the contract and recommends the City Council approve the proposed 10-year contract for law enforcement services.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

None.

ATTACHMENTS:

1. Resolution Approving the Agreement Between the County of Alameda and the City of Dublin for Law Enforcement Services Within the City of Dublin
2. Exhibit A to the Resolution - Agreement Between the County of Alameda and the City of Dublin
3. Contract Review Report

RESOLUTION NO. XX - 19

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF DUBLIN**

**APPROVING THE AGREEMENT BETWEEN THE COUNTY OF ALAMEDA AND THE CITY
OF DUBLIN FOR LAW ENFORCEMENT SERVICES WITHIN THE CITY OF DUBLIN**

WHEREAS, the County of Alameda and the City of Dublin entered into an agreement for Law Enforcement Services commencing July 1, 2015; and

WHEREAS, the current agreement will expire on June 30, 2020; and

WHEREAS, the City of Dublin wishes to continue contracting for Law Enforcement Services with the County of Alameda.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Dublin does hereby approve the agreement by and between the City of Dublin and the County of Alameda for Law Enforcement Services as described in Exhibit A attached hereto and by reference made a part hereof.

BE IT FURTHER RESOLVED that the Mayor is authorized to execute the Agreement on behalf of the City of Dublin.

PASSED, APPROVED AND ADOPTED this 19th day of November, 2019, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor

ATTEST:

City Clerk

**AGREEMENT BETWEEN THE COUNTY OF ALAMEDA
AND THE CITY OF DUBLIN REGARDING THE ENFORCEMENT OF
STATE LAWS AND CITY ORDINANCES IN THE CITY OF DUBLIN**

THIS AGREEMENT ("the Agreement") is made and entered into this ____ day of _____ 2019 by and between the COUNTY OF ALAMEDA, hereinafter referred to as "COUNTY," and the CITY OF DUBLIN, hereinafter referred to as "CITY." CITY and COUNTY are from time to time referred to individually as a "Party" and collectively as the "Parties."

RECITALS

A. The Parties are parties to that certain "Agreement Between The County Of Alameda and the City of Dublin Regarding the Enforcement of State Laws and City Ordinances In The City Of Dublin," dated June 2, 2015, and expiring on June 30, 2020, under which the COUNTY, through its Sheriff's Office (the Alameda County Sheriff's Office, "ACSO") contracts to enforce State laws and CITY ordinances within the City of Dublin.

B. The CITY is desirous of once again contracting with the COUNTY for the enforcement by ACSO of State laws and CITY ordinances within the CITY until June 30, 2030, and the COUNTY is willing to provide such services, pursuant to the terms and conditions set forth herein.

C. In so contracting with the COUNTY, the CITY is desirous of achieving sufficient integration between the CITY and COUNTY that, to the extent possible, the performance of said services by COUNTY is perceived to be substantially the same as if the CITY has a traditional Police Department, and is conducted in a manner consistent with the City of Dublin Mission, Vision and Values, which document is attached hereto as Exhibit A.

D. The CITY and COUNTY desire, during the term of the Agreement, to review annually, prior to March 31 of each year, the level of service provided under the agreement and associated costs and mutually agree on appropriate adjustments. This agreement shall consist of this Agreement and Exhibits A to F, which are hereby attached to, incorporated, and made a part of this Agreement by this reference.

THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

I. SERVICES TO BE PERFORMED

A. ENFORCEMENT OF STATE LAW AND CITY ORDINANCES. The COUNTY agrees, through ACSO, to enforce CITY ordinances and State laws within the corporate limits of CITY to the extent and in the manner hereinafter set forth. Services performed hereunder shall not include the supplying of crossing guards.

B. BASIC LEVEL OF SERVICE. The basic level of service, in terms of organizational structure and number of personnel, shall be as shown on the organization chart attached hereto as Exhibit B and made a part hereto by this reference.

C. ANNUAL REVIEW OF LEVEL OF SERVICE. Prior to March 31 of each year, the City Manager and ACSO representatives shall review whether the basic level of services set forth in Exhibit B is adequate for the City's needs for the coming fiscal year. Upon completion of such review, and no later than May 15 of said year, the City Manager may propose modifications to the basic level of services, which shall take the form of an amendment to Exhibit B and which shall become effective on July 1 of said year, provided that both the Sheriff and City Council, through the adoption of the City's budget, approve the amendment to Exhibit B.

D. OTHER REQUESTS FOR MODIFICATIONS TO LEVEL OF SERVICE. The City Manager may at any time request modifications in the basic service levels set forth in Exhibit B. If a modification to Exhibit B would require COUNTY to provide additional personnel, upon agreement of the Sheriff, the COUNTY shall make every effort to provide such personnel within ninety (90) days of the effective date of the modification to Exhibit B. If the COUNTY will be unable to provide such additional personnel within the ninety (90) day period, COUNTY shall notify the CITY of the anticipated date such personnel will be assigned. If a modification to Exhibit B would require COUNTY to reduce the number of personnel assigned to the CITY, the CITY shall provide the COUNTY with ninety (90) days' notice prior to a proposed reduction in police personnel and with ten (10) days' notice prior to a proposed reduction in civilian personnel.

E. SELECTION AND ASSIGNMENT OF MANAGEMENT PERSONNEL. Upon request by the CITY, the Sheriff or his designated representative shall meet with the City Manager who may provide input on the selection of the Chief of Police as well as any classification at the rank of Lieutenant or above assigned to the CITY. The input shall focus on the type of background, experience and other factors that are pertinent to the provision of services pursuant to this Agreement. The selection and assignment of such personnel shall be mutually agreed to by the City Manager and the Sheriff. Notwithstanding the foregoing, the CITY may request, and the COUNTY shall make reasonable efforts to accommodate, (subject to what is allowable under existing labor agreements and/or State law), that individual management personnel be reassigned if that individual demonstrates a lack of understanding or commitment to serving the needs of the CITY under the terms of this Agreement.

F. SUPERVISION. The Sheriff shall have the responsibility for supervision of law enforcement services, hiring of personnel, establishing employee standards of performance for individual personnel, assignment of personnel, determining and effecting discipline, determining required training, maintaining personnel files, and other matters relating to the performance of employee services and control of personnel. In the event of a dispute between the parties as to the manner of performance by personnel of required services, the CITY shall be consulted and a mutual determination thereof shall be made by the Sheriff and the City Manager. In recognition of the Sheriff's professional expertise in the area of law enforcement, it is agreed that, in any unresolved dispute related to personnel, the Sheriff shall have the final and conclusive determination as between the parties.

Notwithstanding the foregoing, the CITY may request, and the COUNTY shall make reasonable efforts to accommodate, (subject to what is allowable under existing labor agreements and/or State law), that individual personnel at the rank of Sergeant or below be reassigned if that individual demonstrates a lack of understanding or commitment to serving the needs of the CITY under the terms of this Agreement.

G. PROVISION OF LABOR, SUPPLIES, AND EQUIPMENT. For the purpose of performing the services hereunder, COUNTY shall furnish and supply all necessary labor, supervision, equipment, communication facilities, and supplies necessary to maintain the level of service to be rendered hereunder. As required under this Agreement, the CITY is obligated to provide certain supplies and equipment, including but not limited to, office furnishings and equipment as described in Section I.H below. Where not so obligated, the CITY may, in its sole discretion, furnish and supply any other supplies and equipment. With the express exception of personnel files, all files, records and other data, whether stored electronically or in a physical location, collected or produced by COUNTY in the course of providing services under this Agreement shall belong to CITY, to the extent permissible under federal and state law.

Notwithstanding anything to the contrary herein, and unless otherwise agreed to by the Parties, the Party providing such supplies and equipment shall be the owner of such supplies and equipment and shall be responsible for the prompt maintenance of such. Said duty to maintain supplies and equipment shall include, but not be limited to, maintenance of any and all computers and related hardware and software. It is recognized that computer related equipment and network services may require integration between systems maintained individually by the CITY and the COUNTY. The parties shall each assign technical Staff who maintain such systems to meet on a quarterly basis, or more frequently if necessary, to identify any operational issues.

CITY shall be responsible for the purchase of computer systems utilized in patrol vehicles owned by CITY, unless an alternate agreement for the purchase of such computer systems is made between the parties. CITY shall be responsible for any repair and maintenance costs associated with computer systems utilized in patrol vehicles owned by CITY.

H. CITY-SUPPLIED ADMINISTRATIVE HEADQUARTERS. The parties have determined that it is necessary for the Sheriff to maintain administrative headquarters in the CITY in order for the Sheriff to provide adequate services to the CITY pursuant to this Agreement. CITY shall furnish at its own cost and expense all necessary office space, furniture, and furnishings, office supplies, janitorial service, telephone, light, water, and other utilities necessary for the Sheriff to maintain the administrative headquarters in the CITY. In all instances where special supplies, stationary, notices, forms and the like must be issued in the name of the CITY, the same shall be supplied by the CITY at its expense. It is expressly understood that the Sheriff may use the administrative headquarters supplied by the CITY in connection with the performance of his duties in territory outside of the CITY and adjacent thereto; provided, however, that the performance of such outside duties shall not be at any additional cost to the CITY. The COUNTY shall reimburse the CITY for the cost of providing such facilities to the extent that such facilities are used for activities outside the City of Dublin. (This paragraph is not operative under mutual aid response.)

I. COUNTY-SUPPLIED VEHICLES. The COUNTY agrees to provide three (3) unmarked vehicles equipped with police communications and safety equipment, if requested by the CITY. The age and condition of the cars shall be comparable to vehicles used by the Sheriff for similar duties in the unincorporated area of the COUNTY. The CITY shall pay to the COUNTY a monthly lease cost for such vehicles, which shall be established by the COUNTY on an annual basis. Also, there shall be an additional charge to and payment by CITY for maintenance based on the number of miles of service the vehicle is used. The CITY may, at its sole discretion, terminate the lease of the vehicles at any time during the term of this Agreement, upon written notification from the CITY to the COUNTY.

J. REPLACEMENT OF PERSONNEL. The COUNTY agrees to replace police or civilian personnel assigned to the CITY who have been absent from duty for more than ten (10) consecutive working days as a result of illness or injury. Replacement shall occur at the end of the ten (10) day period during which the employee was absent. In no event shall the CITY be responsible for any costs relating to the continued employment of police or civilian personnel who have been absent from duty for more than ten (10) consecutive working days.

In the event of absences due to the use of vacation leave, compensatory time off, retirement, or other excused absence (including extended training), the COUNTY also agrees to replace police or civilian personnel when such an absence extends beyond twenty (20) consecutive working days. Replacement of personnel in such circumstances may be waived for an agreed upon time period with written approval by the City Manager. The replacement in such situations shall occur at the end of the twenty (20) day period in which the employee was absent. In no event shall the CITY be responsible for any costs relating to the continued employment of police or civilian personnel who have been absent from duty for more than twenty (20) consecutive working days.

K. TRAINING. The COUNTY shall provide all necessary and mandatory training required to ensure that employees assigned to the CITY comply with all state and agency mandated training. The CITY agrees to provide training for assignments that are specific to the CITY's needs.

L. EMERGENCY OPERATIONS CENTER. The COUNTY shall provide, at no cost to the CITY, use of the Emergency Operations Center ("EOC") at the Alameda County Office of Emergency Services in the event of a local activation, provided that the CITY'S existing EOC at the Dublin Civic Center is unable to be occupied during such an event. CITY understands that a countywide activation would preclude the CITY'S sole use of the COUNTY'S EOC facility.

M. COMMUNICATIONS PROTOCOL. The Parties agree to establish a communications protocol to be used in the event of crisis situations including, but not limited to, situations where the provision of services pursuant to this Agreement results in serious injury or death. At a minimum, said protocol shall enable the CITY to communicate in a timely manner with the public while ensuring that the substance of such communications does not detrimentally impact the COUNTY's ability to defend itself and the CITY from any claims arising out of the provision of services.

II. LIABILITY

A. PERSONNEL ARE COUNTY EMPLOYEES. All persons employed in the performance of the services and functions for CITY pursuant to this Agreement shall be and shall remain COUNTY employees, and no person hereunder shall have any CITY pension, civil service, or other status or right. The COUNTY is not a member of the California Public Employees Retirement System ("PERS"), and therefore the COUNTY employees providing services under this Agreement are not enrolled in PERS. Instead, COUNTY employees providing services under this Agreement are enrolled in the COUNTY's retirement system. The CITY indirectly makes contributions to the COUNTY's retirement system on behalf of the COUNTY employees providing services pursuant to this agreement by virtue of its obligation under section III.A of this Agreement to pay the COUNTY'S actual costs of providing services, as shown in Exhibit C. The CITY is a member of PERS, and its employees are enrolled in PERS. Notwithstanding any other City, state, or federal policy, rule, regulation, law, or ordinance to the contrary, COUNTY agrees that employees providing services under this Agreement shall not qualify for or become entitled to, and hereby agree to waive on behalf of such employees any and all claims to, any compensation, benefit, or any incident of employment by CITY, including but not limited to eligibility to enroll in PERS as an employee of CITY and entitlement to any contribution to be paid by CITY for employer contributions and/or employee contributions for PERS benefits.

B. CITY NOT LIABLE FOR COMPENSATING COUNTY EMPLOYEES. CITY shall not be liable for any liability for the direct payment of any salary, wages, or other compensation to COUNTY personnel performing services hereunder for CITY, or any liability other than that provided in this Agreement. CITY shall not be directly liable for compensation or indemnity to any COUNTY employee for injury or sickness arising out of his employment, except as part of CITY'S payment of indirect costs and Risk Management costs to COUNTY.

C. COUNTY'S DUTY TO INDEMNIFY CITY. With the exception of any claims arising from CITY or CITY'S officers, agents, and employees' negligence or wrongful acts or omissions, the COUNTY will assume liability and pay the cost of defense and hold the CITY harmless from any loss, costs, or expenses arising out of, or resulting from, performance of services pursuant to this Agreement, including negligent or wrongful acts or omissions of COUNTY officers, agents, and employees. It is the intent of the Parties that, where negligence is determined to have been contributory, principles of comparative fault will be followed and each Party shall bear the proportionate costs of any loss, damage, expense and liability attributable to the Party's negligence.

In the event that any COUNTY employee providing services under this Agreement is determined by a court of competent jurisdiction or PERS to be eligible for enrollment in PERS as an employee of CITY, COUNTY shall indemnify, defend, and hold harmless CITY for the payment of any employee and/or employer contributions for PERS benefits on behalf of COUNTY employees, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of CITY.

D. INSURANCE. The CITY and the COUNTY each acknowledge that the Parties are self-insured entities and that they require their individual departments to contribute a specified amount annually for the costs of maintaining self-insurance. Both the CITY and the COUNTY'S self-insurance currently provide, and each Party agrees to continue to provide, the following self-insurance coverage: workers' compensation as required by law, general commercial and automobile liability, and professional liability.

The scope, limits, and forms of the COUNTY'S self-insurance coverage are as set forth in the certificates of self-insurance attached hereto as Exhibit E. The scope, limits, and forms of the CITY's self-insurance coverage are as set forth in the certificates of self-insurance attached hereto as Exhibit F.

Each the CITY and the COUNTY agree to provide the other Party with written notification of any changes in coverage applicable to this Agreement and shall do so within thirty (30) days of the change or within ten (10) days in the event the change results in the termination of coverage(s) applicable to this Agreement. In the event either Party determines that it is unable to maintain the insurance coverage at the scope, limits, and forms set forth in Exhibit E or Exhibit F, the Parties shall confer, and if either Party determines that the coverages are inadequate, they shall have the right to immediately terminate this Agreement. COUNTY and CITY agree to waive any rights of subrogation for all of the above self-insurance coverages.

III. COST AND BILLING PROCEDURES

A. CITY TO PAY COUNTY ITS ACTUAL COSTS OF SERVICES. CITY shall pay the COUNTY'S actual costs of providing services under this Agreement. The COUNTY'S actual costs of services may include an indirect charge to cover that portion of the COUNTY'S indirect or overhead costs that are attributable to the provision of services pursuant to this Agreement.

The indirect charge shall be a percentage of all the COUNTY'S actual cost of providing services under this Agreement but shall not apply to the Risk Management Cost Allocation (currently appropriated as an Internal Service Fund). The Sheriff shall maintain his discretion on an annual basis to waive or not waive the indirect charges for dispatch services. The indirect charge percentage shall not exceed eight percent (8%) during the term of this Agreement.

B. ANNUAL BUDGET For the purposes of allowing the CITY to budget for the costs of services under this Agreement, the Sheriff or his designated representative shall prepare and submit to the City Manager a budget for the succeeding fiscal year that estimates the COUNTY's actual costs of providing services under this Agreement, including the indirect charges. The budget shall be submitted in the general form set forth in Exhibit C and in accordance with CITY's budget instructions and required deadlines. The CITY agrees that the operating budget may be amended upon written notice to the CITY whenever the Board of Supervisors adjusts the salaries and/or benefits of the personnel assigned to the CITY under this Agreement. In the event that such an ordinance results in a requirement to make retroactive payments or other adjustments to the compensation of said personnel, the amount of such retroactive payment or other adjustment shall be evenly allocated over three (3) bi-monthly billing cycles. The COUNTY shall use its best efforts to provide service under the Agreement within the approved budget. Should COUNTY determine that, in any budget item, expenditures will exceed the original estimate, the COUNTY shall

promptly notify the CITY so that a mutually acceptable resolution can be made to correct the situation.

C. BILLING AND PAYMENT. Effective July 1, 2020, the COUNTY shall deliver to CITY a bi-monthly, itemized invoice that covers the actual costs of all services performed under this Agreement during the preceding bi-monthly period, and CITY shall pay COUNTY therefore within thirty (30) days after the date of delivery of said invoice. The invoices shall be submitted in a format similar to Exhibit D and be delivered according to the schedule contained in Exhibit D. In conjunction with said invoices, the COUNTY shall provide to the CITY all supporting documentation reasonably requested by the CITY, in a form acceptable to the CITY, and in sufficient detail to allow the CITY to audit, in accordance with generally accepted auditing standards, costs and expenses incurred by the COUNTY in the performance of its obligations under this Agreement. Said supporting documentation shall include, but not be limited to: electronic files of payroll and benefit records for the relevant bi-monthly period, and service hours and daily schedules of staff deployment, including positions vacant for any reason. In the event that COUNTY fails to deliver said invoice, including all required documentation, within sixty (60) days of the due date, the COUNTY shall be subject to a one percent (1%) penalty. Said penalty shall be increased by an additional one percent (1%) for each additional period of thirty days during which COUNTY fails to deliver said invoice and required documentation. CITY acknowledges that the final bill of each year may not reflect the final and complete actual costs of that final bi-monthly period, and that the final and complete actual costs will be included as an adjustment with the first bi-monthly bill of the next year. If such payment is not received by COUNTY at the office described on said invoice within thirty (30) days after the date of receipt of said invoice, including all required supporting documentation, COUNTY is entitled to recover interest thereon. Said interest shall be at the rate of one percent (1%) per calendar month or any portion thereof calculated from the last day of the month in which the services were performed.

D. BILLING DISPUTES. In the event that CITY disputes any portion of the bi-monthly invoice submitted by COUNTY pursuant to section III.C, the Sheriff shall meet with the City Manager, and the Sheriff and the City Manager shall attempt to resolve the dispute. If the dispute is not resolved to the satisfaction of the CITY or COUNTY, either party may seek any available legal or equitable remedies.

IV. FINES & FORFEITURES

The distribution of fines and forfeitures under Section 1463 et. seq. of the Penal Code shall be made to the CITY.

V. COMPLIANCE WITH APPLICABLE LAWS

In performing the services to be provided pursuant to this Agreement, COUNTY and CITY shall comply with all applicable state and federal laws and regulations, including but not limited to laws and regulations relating to discrimination and laws requiring injury and illness prevention programs.

VI. FORFEITED AND UNCLAIMED PROPERTY

A. Any unclaimed property coming under the control of COUNTY personnel performing the services to be provided pursuant to this Agreement shall be disposed of pursuant to the provisions of Chapter 2.40 of the Dublin Municipal Code.

B. When property described in Health and Safety Code Section 11470 is seized by COUNTY personnel performing the services to be provided pursuant to this Agreement on behalf of and for the benefit of CITY, COUNTY shall take such actions as are necessary to forfeit such property to CITY and where property is forfeited to CITY, the proceeds shall be distributed pursuant to the provisions of Health and Safety Code Section 11489.

VII. EFFECTIVE DATE; TERM; TERMINATION

This Agreement shall have an effective date of July 1, 2020 and shall run for a period of ten (10) years ending June 30, 2030. The Agreement may be supplemented, amended or modified at any time by mutual written consent by authorized representatives of both parties or terminated upon eighteen (18) months prior written notice by either party. For the purposes of this paragraph regarding amendments or termination, the Sheriff is the COUNTY'S authorized representative. Notwithstanding the foregoing, this Agreement shall be extended from month to month following June 30, 2030 (for a period not to exceed twelve (12) months) under the terms of the Agreement in existence on that date, if neither party has provided eighteen (18) months' notice to the other party of its intent to terminate this Agreement on June 30, 2030.

VIII. NOTICES

All required notices shall be in writing and shall be sent by the U.S. mail, postage prepaid, addressed as follows:

To County: Sheriff Gregory Ahern
County of Alameda
1401 Lakeside Drive, 12th Floor
Oakland, CA 94612

To City: City Manager
City Manager's Office
100 Civic Plaza
Dublin, CA 94568

EXECUTION PAGE FOLLOWS

COUNTY OF ALAMEDA

By: _____
Richard Valle
President, Board of Supervisors

Date: _____

By: _____
Gregory J. Ahern
Sheriff-Coroner

Date: _____

APPROVED AS TO FORM:

Donna Zeigler, County Counsel

By: _____
Deputy County Counsel
Eva Schueller

Alameda County Risk Manager

By: _____

CITY OF DUBLIN

By: _____
David Haubert
Mayor

Date: _____

By: _____
City Manager

Date: _____

APPROVED AS TO FORM:

John D. Bakker, City Attorney

By: _____



Mission, Vision & Values

Ensuring the Prosperity & Well-Being of Our Community

The City Council adopted Dublin's Mission, Vision, and Values statements as part of the City's Strategic Plan. These statements are intended to serve as guidance for the City Council and commissions in their deliberations on various proposals presented to them, and to ensure that our developing community remains happy, healthy, and well-balanced. These statements were updated and modified in 2015.

Our Mission

The City of Dublin promotes and supports a high quality of life, ensures a safe and secure environment, and fosters new opportunities.

Our Vision

Dublin is a vibrant city committed to its citizens, natural resources, and cultural heritage. As Dublin grows, it will balance history with progress, to sustain an enlightened, economically balanced and diverse community.

Dublin is unified in its belief that an engaged and educated community encourages innovation in all aspects of City life, including programs to strengthen our economic vitality and preserve our natural surroundings through environmental stewardship and sustainability. Dublin is dedicated to promoting an active and healthy lifestyle through the creation of first-class recreational opportunities, facilities, and programs.

Our Values

- **Our Values in Building Community**
 - Promote locations and events that bring people of all ages together.
 - Provide more venues for family-based activities.
 - Foster heritage and cultural development.
- **Our Values in Ensuring a Safe Community**
 - Provide high quality police and fire services to insure the safety of the citizens living in the community.
 - Provide education and training to residents and businesses that would promote public safety.
- **Our Values in Guiding Development**
 - Assure that development contributes positively to the City's fiscal health.
 - Support pedestrian-friendly development, transit-oriented development, green building, and environmental responsiveness.
 - Promote high quality design and architectural standards in private development and in all public facilities.
 - Develop transportation systems that facilitate ease of movement throughout the City.

- **Our Values in Governing**

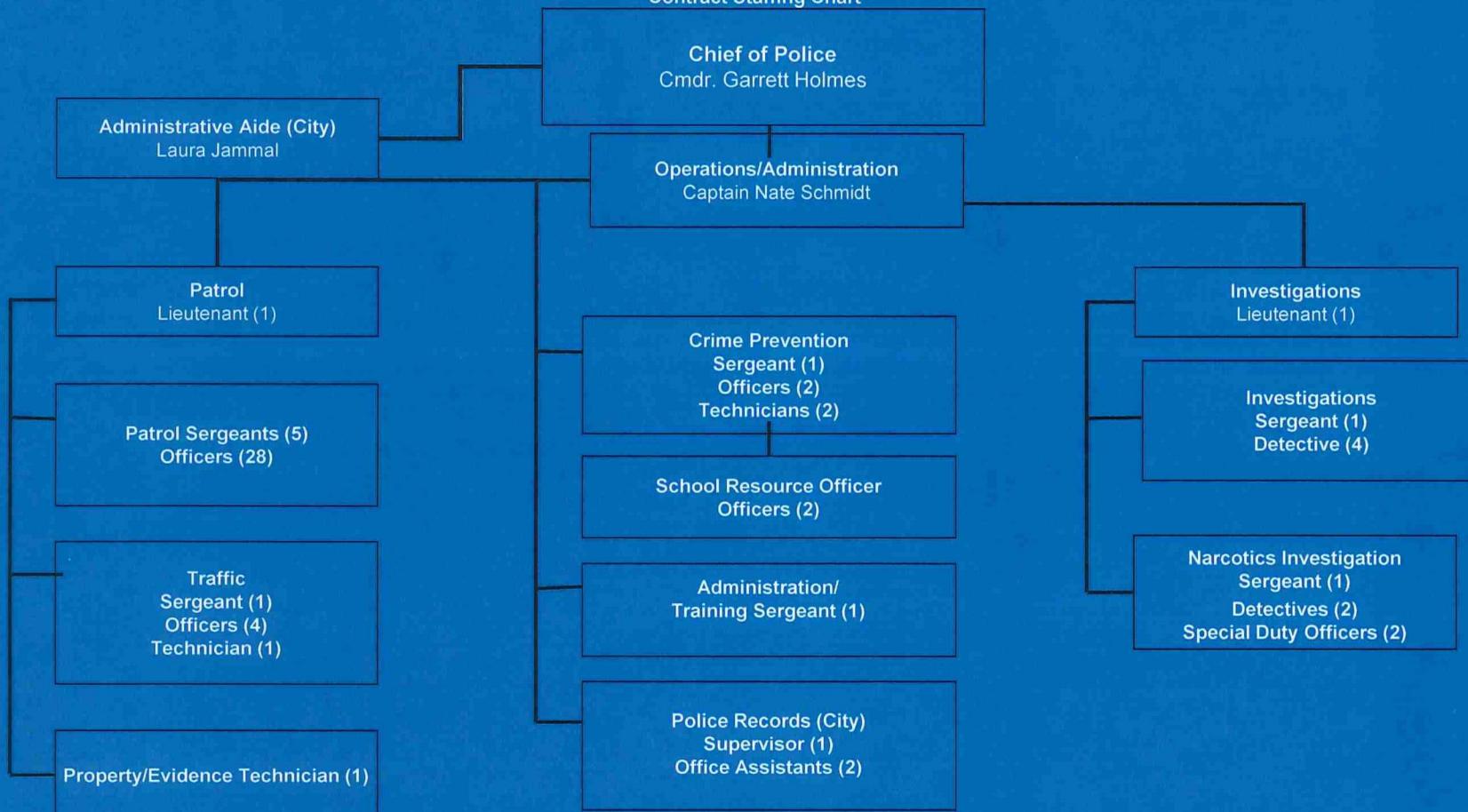
- Commit to openness and responsiveness to the public and community.
- Operate at all times with honesty and integrity.
- Exercise fairness in consideration of issues.
- Provide a high level of customer service and responsiveness from City staff to citizens.
- Embrace technology to improve effectiveness and efficiency.
- Strive to build an informed community through communication.

- **Our Values in Relating to Other Communities and Entities**

- Encourage collaboration and communication with other communities on issues of mutual concern.
- Encourage public and private partnership of mutual benefit.

Dublin Police Services

Contract Staffing Chart*



Dublin Police Services Annual Budget
FY 20XX-XX FY 20XX-XX, and NOT TO EXCEED for FY 20XX-XX and FY20XX-XX

Attachment I

CITY OF DUBLIN

ALAMEDA COUNTY SHERIFF'S OFFICE FOR POLICE SERVICES
INVOICE SCHEDULE

PERIOD*	INVOICE DUE**	PAYMENT DUE***
July-August	October 30	November 30
September-October	December 30	January 30
November-December	February 30	March 30
January-February	April 30	May 30
March-April	June 30	July 30
May-June	August 30	September 30

* Two month billing period.

** Sixty days *after* close of billing period.

***Thirty days *after* receipt of invoice.



ALAMEDA COUNTY SHERIFF'S OFFICE

Gregory J. Ahern, Sheriff
Director of Emergency Services
Coroner - Marshal

1401 Lakeside Drive, 12th Floor
Oakland, CA 94612-4305

DEMAND OF THE COUNTY OF ALAMEDA

DATE:

INVOICE #: DUB-FYXX-XX

CITY OF DUBLIN

PAYMENT DUE DATE:

ATTN: CITY MANAGER
100 CIVIC PLAZA
DUBLIN, CA 94568

FOR:

Holiday Observed:

PERIOD:

DESCRIPTION	AMOUNT
PERSONNEL COSTS	
600001 Salaries & Wages	
600101 Overtime	
600201 Retire Tier 1 Contrib	
600301 Retire Tier 2 Contrib	
600321 Retire Tier 4 Contrib	
600401 Social Security Contrib	
600501 HI Tax Contrib	
600601 HIth Ins Contrib	
600701 Dental HIth Ins Contrib	
600801 Other Employee Benefits	
601101 SDI Contrib	
601301 Employee Qualified Health Care Benefits (Section 125 Cafeteria Plan) Wage Adjustments	
TOTAL PERSONNEL COSTS	
FIXED COSTS	
601001 Worker's Comp (\$606,565.00 per year - FY19-20)	
630081 Risk Management (\$721,997.00 per year - FY19-20)	
OTHER SERVICES AND SUPPLIES COSTS	
610021 Utilities -- Mobile Data Terminal Aircards	
610221 Medical, Dental & Lab Services	
610261 Actual Professional & Specialized Services DISPATCH	
610331 Service Contracts	
610441 Adm & Financial Svcs	
610461 Special Departmental Expense	
620101 Supplies	
620251 Noncap Assets-PC Peripherals	
630031 Electronic Equipment Maintenance	
630041 Motor Vehicle Transportation	
630061 Info Technology	
TOTAL OTHER COSTS	
SUBTOTAL	
INDIRECT COSTS 8.00% of Total Personnel Costs, Worker's Comp and Other Costs (Excluding Risk Mgmt, Dispatch, Spec. Departmental Expense and Utilities)	
\$0.00	
Crime Prevention Deputy	of total
School Resource Officer	of total
TOTAL AMOUNT DUE	
\$0.00	

MAKE REMITTANCE PAYABLE TO: "TREASURER OF ALAMEDA COUNTY" REFERENCE: DUB-FYXX-XX

MAILING ADDRESS: GREGORY J. AHERN, SHERIFF
Attn: Accounting
1401 Lakeside Drive, 12th Floor
Oakland, CA 94612-4305
(510) 208-9768

cc: Commander
SPFS

Qic 81201
Qic 26018

THANK YOU

EXHIBIT D(2)

Alameda County

Certificate of Self-Insurance

(To be provided by County)

POLICE SERVICES CONTRACT REVIEW REPORT

2015-2019

I. QUALITY OF SERVICES PROVIDED

PUBLIC SERVICE INFORMATION AND EDUCATIONAL MATERIALS

Public service information and educational materials are routinely distributed to all segments of the community. Distribution of this material is accomplished through the Crime Prevention Unit, information bulletins from Investigations, and press releases from Administration. Public service information is also available and handed out at the Police Station, through Crime Prevention programs, and at special events in the community.

DEPARTMENT VISIBILITY

Dublin Police Services continues to maintain high visibility within the community. This visibility not only imparts a feeling of safety and security for the citizens, but also serves as a deterrent to the criminal element. In addition to 455,732 miles driven in 2018, Dublin Police Officers maintained a foot patrol presence in the commercial districts and residential park areas, and assisted Crime Prevention in distributing informational materials to businesses and residences. In 2018, Dublin Police Services responded to approximately 38,550 calls for service.

Dublin Police Services utilizes a part-time bicycle unit during holiday periods to provide visibility in the commercial parking areas; during parades to assist with traffic and crowd control; to provide patrol and traffic control services at Hacienda Crossings; and to address specific crime trends in commercial and residential areas and community parks. The bicycle unit has generated positive feedback from both the business community and the citizens of Dublin.

Dublin Police Services instituted the first traffic enforcement motorcycle unit in Fiscal Year 2001-2002. Four additional motorcycles have been added to the unit since that time. The five motorcycles provide additional departmental visibility within the community, most significantly while completing routine traffic enforcement duties and at special community events.

In 2007, a Canine Program was created to supplement existing efforts in protecting the community and preventing crime. In addition to regular patrol duties, the two Officers and their canine partners participate in community events, school activities, and maintain visibility at commercial complexes throughout the City.

The Crime Prevention Unit Staff participate in numerous community activities, including area health fairs, youth bicycle workshops, and National Night Out. In 2010, Dublin Police Services began a "Coffee with the Chief" program. This informal event provides the public with an opportunity to speak one-on-one with the Chief and other Police Services staff about policing and safety related issues in the community.

OFFICER PROFESSIONALISM AND PUBLIC RELATIONS

Positive police contacts with the community promote excellent public relations and community involvement. Exceptional work, demonstrating a high degree of professionalism, is reflected through input from the community. The Police Chief and the City Manager regularly receive communications from community members and other police officials commending Dublin Police Services Staff for their excellent work. Staff has included the following excerpts from some of these comments:

The two times we were in need of 911, your Officers, Firefighters and paramedics were more than just professional, they were caring and kind. They handled the situation both times perfectly.

Meeting and talking with you, Chief Holmes was one of the nicest encounters I have had with law enforcement living on the streets. It was a real pleasure finally meeting you in person. Thank you for taking the time to meet with me, talk with me and not at me. I am deeply grateful and indebted to you for all your help. It's really rare to encounter someone so genuine and approachable.

The safety of our students is of utmost importance to all of us [stated DUSD Superintendent Hanke] after a student who was riding a bicycle to school was pinned underneath a vehicle. We are reminded of how fortunate we are to have the remarkable emergency service that we enjoy here in Dublin.

As you know my son attended the Dublin Youth Police Academy last week. He had nothing but good things to say about the facilitators especially Deputy Christina Blaylock. He really enjoyed his interactions with her and said she made it fun. I also witnessed her interactions with all the students and her personality is genuine and upbeat!

Additionally, Dublin Police Services continues to receive numerous verbal commendations from residents and members of the community recognizing Staff's ongoing commitment to professionalism and courtesy.

CITIZEN COMPLAINTS

Formal Internal Affairs Investigations are completed by specially trained Sheriff's Office Staff located in downtown Oakland. Complaints of an informal nature are handled by supervisory and management staff assigned to Dublin Police Services.

TURNOVER

Currently, there are 59 sworn and 4 non-sworn contract employees assigned to Dublin Police Services. All of the Officers assigned to Dublin Police Services are experienced in patrol duties. Table 1 shows staffing changes for Calendar Years 2015 through 2019:

PERSONNEL ADDED BY POSITION					
	Table 1				
	2015	2016	2017	2018	2019
Commander	1	1	1	1	1
Captain	0	1	1	1	1
Lieutenant	2	2	2	2	2
Sergeant	9	9	9	9	10
Officer	40	40	42	44	45
Technician	4	4	4	4	4
Professional Staff	4	4	4	4	4

Personnel have been added to police services over the past five years to provide the ongoing high level of service to the community. In 2015, two patrol officers were added. In 2016, a captain was added to assist with the growing administrative tasks and also create a succession plan for the department. In 2017, two patrol officers were added. In 2018, a traffic officer and patrol officer were added. In 2019, a sergeant and detective were added. The sergeant will supervise the swing shift officers and backfill for the nightshift sergeants to avoid incurring overtime expenses. Criminal investigations are becoming more complex and time intensive, so the addition of a detective is necessary to maintain our ability to investigate both property and person crimes in a timely manner.

II. ADEQUACY OF SERVICES PROVIDED

PATROL SERVICES

For Fiscal Year 2019-2020, Patrol Services is comprised of (28) uniformed Patrol Officers, (5) Patrol Sergeants, (1) Training/Administrative Sergeant, and (1) Patrol Lieutenant. Additionally, there are (4) Officers and (1) Sergeant assigned to full-time traffic enforcement duties.

The Patrol Sergeants are assigned as Patrol Watch Commanders, each in charge of their respective watches. In addition to supervising their assigned patrol personnel, Watch Commanders have full operational responsibility for incidents occurring in the City. Watch Commanders evaluate crime statistics, maintain patrol indexes, review reports prepared by Patrol Officers, dispatch Patrol Officers to specific areas as needs arise, identify and arrest suspects, investigate crimes, assist in training, assume on-scene command responsibility at major incidents, study specific crime trends and develop strategy and prepare crime information bulletins to keep Patrol Officers aware of recent criminal activity. Watch Commanders also perform administrative duties at the direction of the Chief of Police.

Patrol Officers assigned to Dublin Police Services have the training and experience to respond to all calls for service and take initial crime reports. Patrol Officers often initiate follow-up investigations in criminal cases. This action promotes excellent community-police relations and instills confidence in the ability of the patrol force to protect the public. Patrol Officers are heavily involved in public contact through frequent contacts in business areas and neighborhoods including City parks. All Patrol Officers are expected to keep abreast of criminal activity in the City, utilizing information bulletins that have been developed specifically by Crime Prevention, Investigations, and other Patrol personnel, for this purpose. Patrol assignments continue to be flexible, allowing specific assignments to be made as the need arises with minimum disruption to the level of service provided to the community. The average patrol response time is 5.06 minutes (July 2019).

Shown below in Table 2 is a comparison of the key patrol service workload indicators for Calendar Years 2015 through 2019:

PATROL WORKLOAD INDICATORS					
	Table 2				
	2015	2016	2017	2018	2019*
Calls for Service	33,879	37,323	38,181	38,551	19,042
Reports Written	5,888	4,002	4,260	4,654	2,274
Arrests -All Crimes	1,144	1,299	1,358	1,881	887
Police Miles Driven	383,117	422,774	447,536	455,732	228,177

Part 1 Crime Statistics for Calendar Years 2015 through 2019 (* thru June) are shown below (Table 3). Part 1 Crimes are reported based upon Uniform Crime Reporting standards used throughout the United States and include the violent crimes of murder and non-negligent manslaughter, rape, robbery, and aggravated assault, and the property crimes of arson, burglary, larceny-theft, and motor vehicle theft:

PART 1 CRIME STATISTICS					
	Table 3				
	2015	2016	2017	2018	2019*
Total Part I Crimes	1,065	1,184	1,280	1,298	724

Shown below in Table 4 are the Training and Administrative Activities for Calendar Years 2015 through 2019 (* thru June):

TRAINING & ADMINISTRATIVE ACTIVITIES					
	Table 4				
	2015	2016	2017	2018	2019*
Training Hours					
Total Hours	2,928	3,392	4,032	4,340	2,931
POST Mandatory	1,984	2,344	2,615	2,466	1,865
Discretionary	944	1,048	1,417	1,874	1,066

Training and Administrative Activities

POST Mandatory Training requirements, include but are not limited to, blood borne pathogens, domestic violence, first aid, CPR, high speed vehicle pursuits, arrest and control, firearms qualification, communications training, and racial and cultural diversity. Many of the deputies transferred to DPS have already completed the Field Training Program. Additionally, newly assigned detective/investigators have mandatory training that is required upon assignment. Per the contract, ACSO is required to provide all the necessary training (POST Mandated and other training) for its employees at no cost to the City. An example of discretionary training would be radar, Lidar, traffic collision investigation, gang awareness, driving under the influence detection, etc.

TRAFFIC ENFORCEMENT

The Department's Traffic Unit (One Sergeant and four full-time Officers) participates in activities such as: traffic enforcement, radar speed enforcement, accident response and investigations, commercial vehicle enforcement, community safety awareness programs, drunk driving checkpoints, and towing of abandoned vehicles from the street. One motorcycle has been added to the Traffic Unit since the last contract evaluation; these units have proven to be invaluable tools in the enforcement of traffic laws throughout the City.

Shown below in Table 5 are some of the key traffic enforcement workload indicators for Calendar Years 2015 through 2019:

TRAFFIC ENFORCEMENT WORKLOAD INDICATORS					
	Table 5				
	2015	2016	2017	2018	2019*
All Citations Issued	9,525	6,927	7,255	7,254	3,859
Moving Citations Issued	6,132	3,261	4,114	4,154	1,766
Mechanical Citations	1,334	1,591	1,456	1,614	770
Parking Citations Issued	2,059	2,075	1,685	1,486	1,323
Abated Vehicles	24	42	37	45	17
Accidents Investigated	199	307	310	326	178
Non-Injury Accidents Investigated	142	207	218	228	110
Injury Accidents Investigated	57	100	92	97	68
Fatal Accidents Investigated	0	0	0	1	1

Commercial Officers of Southern Alameda County (COSAC) - COSAC Officers promote commercial vehicle safety for vehicles that pass through the participating cities and help reduce damage to City streets; the Dublin Traffic Sergeant and four Traffic Officers are

members of COSAC. COSAC Officers travel to member jurisdictions, between Fremont and Oakland, to assist participating agencies in commercial vehicle enforcement as reciprocation for assistance. This allows each agency to have equal access to trained personnel to perform commercial vehicle inspections in their respective jurisdictions.

Combined Intensive Traffic Enforcement (CITE) - Officers assigned to the Dublin Traffic Unit also participate in CITE events. On a monthly-rotating basis, CITE, consisting of Officers from Dublin, Pleasanton, Livermore, and California Highway Patrol, provides concentrated traffic enforcement for specifically identified problem areas or other locations receiving community complaints. CITE allows participating Officers to saturate specific areas, and complete enforcement actions in Dublin on average three times per year.

Mothers Against Drunk Driving (MADD) – Dublin Police Services has an excellent working relationship with Mothers Against Drunk Driving which is a nonprofit organization in the United States and Canada that seeks to stop drunk driving, support those affected by drunk driving, prevent underage drinking, and strive for stricter impaired driving policy, whether that impairment is caused by alcohol or any other drug.

Office of Traffic Safety Grant (OTS) – Dublin Police Services has been awarded grant funding from the Office of Traffic Safety (OTS) which strives to eliminate traffic deaths and injuries. It does this by making available grants to local and state public agencies for programs that help them enforce traffic laws, educate the public in traffic safety, and provide varied and effective means of reducing fatalities, injuries and economic losses from collisions.

DUI ARRESTS Table 6					
Operating Period	2015	2016	2017	2018	2019*
Total DUI Arrest	100	101	66	105	38

Speed Enforcement Equipment - Both hand-held and fixed radar units are used to enforce speed laws. Radar controlled speed indicators on trailers have been used in selected areas to educate drivers regarding their vehicle speeds. The radar trailer has been an effective tool to discourage speeders in specific locations where the traffic unit has received complaints from citizens and/or other Officers.

Vehicle Abatement - The Traffic Unit continues to focus efforts on vehicle abatement activities. In Calendar Year 2018, 45 vehicles were voluntarily abated throughout the City.

CRIMINAL INVESTIGATIONS

The Investigations Section is currently comprised of one Administrative Lieutenant who oversees all criminal investigations (including Crime Prevention), one (1) Detective-Sergeant position and four (4) Detective-Officers. The Special Investigations Unit (SIU) is comprised of one (1) Detective-Sergeant, two (2) Detective-Officers, and two (2) Special Duty-Officers (SDU).

Persons/Property Crimes

The Detective-Sergeant and Detective-Officers assigned to general investigations have received specialized training from state certified schools for various aspects of criminal investigation including: homicide, sexual assault, vehicle theft, computer crimes, interviewing and interrogations, identify fraud and theft, and arson investigation. The Detective-Sergeant and Detective-Officers are responsible for the investigation of all persons/property crimes including, but not limited to: homicide, robbery, assault, burglary, auto theft, forgery, check and credit card fraud, identity theft, and sex crimes. The Detective-Sergeant is generally responsible for the investigation of juvenile crime cases, as well as child abuse, and other sex crime cases. The Investigations Section maintains a flexibility that allows for any or all of the investigators to conduct either joint or independent investigations depending on the severity of cases received. This flexibility has allowed the Investigations Section to continue to provide a high level of service to the community.

Shown below in Table 7 are some of the property/persons workload indicators for the Investigation Section for Calendar Years 2015 through 2019:

INVESTIGATIONS WORKLOAD INDICATORS					
	Table 7				
	2015	2016	2017	2018	2019*
Total Cases Assigned	732	724	721	712	272
Case Type:					
- Property/Fraud	652	682	622	559	220
- Persons	80	96	99	117	52
Arrest & Search Warrants Executed	48	32	43	126	98
Parole/Probation Searches Conducted	34	8	26	64	35

Holiday Crime Suppression Team/Crime Suppression Team (CST) - For several years, Dublin Police Services has operated a multi-faceted task force during the holiday season. The Holiday Crime Suppression Team is aimed at minimizing the impact of the traditionally higher crime rate at this time of year. The task force targets potential crime areas such as: retail shopping centers, commercial parking lots and high-volume traffic areas. The task force reviews crime trends daily and utilizes Crime Prevention personnel, detectives, regular patrol personnel and volunteers to address issues. A bicycle patrol unit is deployed within the commercial/retail areas to provide high profile deterrence. This team is well received by the public. The response from both the business and residential communities has been positive, and the task force continues to be successful in preventing criminal activity during the holiday season, a traditionally active time of the year for law enforcement.

Special Investigations Unit (Narcotics/Vice/Gangs)

This Unit is comprised of three investigators: a Detective-Sergeant who serves as the supervisor of the unit, and two Detective-Officers. The Unit's primary focus is the investigation of narcotics-related violations and complaints from within the community and surrounding areas and detection and prevention of vice and gang related activity. Investigators also assist Patrol Officers in the investigation of on-view narcotic violations, interview potential narcotic suspects, generate cases based on information developed within and outside the department, investigate other vice and gang related offenses, and assist the other investigators as required. These investigators are also utilized to staff unusual investigations and are deployed to target specific crime trends.

Shown below in Table 8 are some of the key narcotics enforcement workload indicators for Calendar Years 2015 through 2019:

NARCOTICS ENFORCEMENT WORKLOAD INDICATORS

Table 8

	2015	2016	2017	2018	2019*
Persons Investigated	59	68	103	148	78
Search Warrants	44	81	63	51	28
Cases Investigated	51	62	90	123	61
Drug Seizures (\$ Value)	\$807,800	\$385,560	\$874,480	\$3,243,400	\$340,820
General Asset Seizures (\$ Value)	\$14,340	\$44,416	\$28,700	\$144,217	\$102,230

CRIME PREVENTION & COMMUNITY PROGRAMS

The Crime Prevention Unit is staffed by one (1) Sergeant and two (2) Officers, and two (2) Sheriff's Technicians.

Crime Prevention personnel provide services to both City residents and the business community through "Neighborhood Crime Watch" programs. Community Awareness presentations are conducted for the purpose of providing the public with information relative to public safety issues. Additionally, Crime Prevention provides for the distribution of safety literature through business, residential, and school contacts, as well as maintaining the School Liaison Program, which offers education on drug and alcohol abuse, and other safety issues. Specific services provided by the School Resource Officer position are discussed below.

In a continuing effort to provide professional and the most complete safety information available to the citizens of Dublin, the Dublin Police Services Crime Prevention Unit offers comprehensive programs that are geared to the community's needs and structured so that they can be responsive to new ideas and programs. Some of the programs are; Bicycle

Rodeos, Crime Free Multi-Housing, Crime Prevention Through Environmental Design (CPTED), Citizen's Academy, Youth Academy, National Night Out, Residential Security Camera Registration, DEA Drug Takeback and Shredding Event, and the Exchange Zone.

Neighborhood Crime Watch - This popular program continues to operate within the City. Its cornerstone program, Neighborhood Watch, currently has 65 groups. New requests for the establishment of additional Neighborhood Watch groups continue to be received by the Crime Prevention Unit.

Community Awareness - Dublin Police Services offers awareness programs that deal with a wide range of issues. During 2018, Police Services continued to work together to provide the Drug Awareness and Prevention Program to all levels of Dublin students, with 308 public and private school presentations provided to a total of 1,150 students. Other programs offered through Community Awareness include personal safety and rape prevention; senior safety and security; home and business security; robbery, shoplifting, check/credit card theft, and fraud prevention; child DNA kits; and adult drug awareness and resistance. Bicycle safety, licensing and other services, such as child fingerprinting, are provided on an as- requested basis to community groups.

Safety Literature - Dublin Police Services continues to provide a wide range of safety and security literature to the general public on a variety of subjects. This information is available to the public, free of charge, at several locations throughout the City, including the Police Services facility and the public library.

Crime-Free Multi-Housing Program - The program is designed to help tenants, owners, and managers of rental property keep drugs and other illegal activity off their property. This collaboration between Dublin Police Services and property managers and residents of rental properties results in reduced crime on these properties, increased resident safety, and lower property repair and maintenance costs. Property managers use a lease agreement endorsed by Dublin Police Services, stipulating that specified criminal acts committed on the property will result in immediate termination of the resident's lease.

Shown below in Table 9 are some of the key Crime Prevention workload indicators for Calendar Years 2015 through 2019:

CRIME PREVENTION WORKLOAD INDICATORS					
	Table 9				
	2015	2016	2017	2018	2019*
Staffing	7	7	7	7	7
Citizen Academy Participants	25	25	25	25	25
Youth Academy	8	14	8	15	15
Neighborhood Crime Watch Groups	20	39	41	40	65
School Presentations	70	82	80	82	30
School Presentation Attendees	850	912	1,100	1,150	396

SCHOOL RESOURCE OFFICERS

Dublin Police Services works closely with the professional education community. Dublin Police Services is committed to working with the Dublin Unified School District and private schools to assist in fostering students' educational experiences and to provide a safe environment in which they may learn. Two (2) School Resource Officers (SRO's) work with public and private schools to promote positive relations among faculty, students and the police. The Officers educate both staff and students in regard to available community awareness programs tailored for youth from kindergarten through high school. The first formal SRO position was implemented in 2001, following receipt of a three year Federal "COPS in Schools" grant. The second School Resource Officer position was added in Fiscal Year 2005-2006.

Shown below in Table 10 are key workload indicators for the School Resource Officers between Calendar Years 2015 through 2019:

SCHOOL RESOURCE OFFICER WORKLOAD INDICATORS					
Table 10					
	2015	2016	2017	2018	2019*
Calls for Service	961	1321	1203	1151	775
Reports Written	94	99	118	1087	57
Arrests	41	66	25	55	5
Diversion Activities	30	32	28	24	11

SUPPORT SERVICES

Dublin Police Services contract employee Support Staff consists of two (2) Sheriff's Technicians. In addition, four (4) city employees - two (2) Office Assistant II's, and two (2) Administrative Aides were budgeted to support Police Services operations in Fiscal Year 2019-2020.

One Sheriff's Technician is responsible for maintaining custody and control of all incoming property/evidence. This Sheriff's Technician is also responsible for carrying out Court orders mandating the destruction and/or release of property. The Sheriff's Technician must conduct extensive research of past cases in order to maintain compliance with property/evidence purging legal requirements.

The second Sheriff's Technician is primarily responsible for fleet maintenance activities and the vehicle abatement program. This position also conducts the fingerprinting program available to the public during pre-determined hours for license applications, volunteer positions, etc.

An Administrative Aide provides administrative support for the Chief of Police, Captain, the

two Lieutenants, the eight Detectives, and supports Crime Prevention as time permits. This position performs a wide variety of administrative tasks, including ordering of office supplies, maintenance of records for CALEA (Commission on Accreditation for Law Enforcement Agencies) compliance, and maintenance of county payroll and benefit reporting documentation. Additionally, this position performs a variety of other administrative duties for the Department; including purchasing, budgetary and financial monitoring for Police Services; and a variety of special projects.

An Administrative Aide and two Office Assistants are assigned to the Police Records Unit, working five days a week. The duties of these positions include general receptionist duties with customers on the phone or at the counter, as well as records maintenance, legal document processing, public records requests, citation processing, data input and verification of all reports and citations into the Alameda County Records Management System, and document imaging and mandated records purging.

Shown below in Table 11 are some key workload indicators for Support Services for Calendar Years 2015 through 2019:

SUPPORT SERVICES WORKLOAD INDICATORS					
Table 11					
	2015	2016	2017	2018	2019*
Staffing - (Contract & City)	4	4	4	4	4
Evidence Items Processed	4,266	5,805	6,108	4,605	2,464
Reports Processed	3,672	3,929	4,260	4,654	2,274
Supplemental Reports Processed	5,408	6,716	6,509	5,923	2,365
Number of Fleet Vehicles (Tech shared with Traffic)	31	35	36	36	36

ON-SITE COMMAND

Dublin Police Services is directed by a Sheriff's Office Unit Commander who is the on-site Commander and functions in the capacity of Chief of Police. The Chief is responsible to the City Manager. He attends the weekly Executive Team meetings and meets on an as-needed basis with the City Manager for the purpose of briefings and discussion of relevant matters. This position is directly responsible for review of operations, development of goals and objectives, and long-range planning. The Chief is also responsible to the Alameda County Sheriff's Office for completing management functions and responsibilities in addition to those required by the City. The Chief supervises the Captain and the Administrative Aide and is responsible for the overall operation of Dublin Police Services.

The Captain is available to fill in as acting On-Site Commander in the Chief's absence. In addition, the Captain provides assistance to the Chief in developing and implementing departmental goals and objectives and completing special projects as assigned. The Captain position was added in FY 2015-2016.

The Administrative Lieutenant is responsible for case management and supervision of Investigations; management of the Crime Prevention Unit; and administrative functions, including development of necessary policy and procedures. He is also responsible for scheduling personnel (staffing/vacation/schools), and functions as the Department's press relations officer. The Patrol Lieutenant is responsible for management of patrol and traffic operations; supervision of the patrol and traffic Sergeants/Watch Commanders; and management and supervision of the Property/Evidence function.

III. COST OF SERVICES

HISTORICAL CONTRACT COSTS

Shown below in Table 12 is a historical comparison of actual contract costs for Police Services for Fiscal Year 2015-2016 through Fiscal Year 2019-2020:

POLICE HISTORICAL COSTS Table 12					
Staffing Allocation					
	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20
Total DPS Personnel	60	61	63	65	67
Contract Personnel	56	57	59	61	63
City Personnel	4	4	4	4	4
Actual Contract Expenditures					
	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20 (Est.)
Personnel	\$13,147,294	\$13,414,350	\$14,312,100	\$15,829,653	\$16,914,389
Indirect Charges	\$1,228,147	\$1,250,105	\$1,180,162	\$1,321,280	\$1,371,871
Dispatch	\$910,459	\$1,114,704	\$1,309,092	\$1,322,700	\$1,395,240
Services & Supplies	\$509,298	\$487,185	\$451,498	\$698,142	\$247,138
Public Liability	\$162,825	\$254,478	\$291,708	\$743,968	\$767,556
Total	\$15,958,024	\$16,520,824	\$17,544,562	\$19,915,745	\$20,696,194

For Fiscal Year 2019-2020, projected Police Contract expenditures are estimated at \$20,696,194. Negotiated salary increases for the Deputy Sheriff's Association (rank of

Sergeant and below) are based on a survey of surrounding agencies and will not exceed five percent in any one year. The labor agreement for Management Staff (Lieutenant and above) will expire in February of 2021 therefore, future potential increases are currently unknown.

Indirect Charges – In accordance with the current agreement, the City's indirect charge percentage will remain fixed at 8% for each year of the contract. The cap on the indirect charge provides the City with a measure of cost containment for the next 10 years.