



NEWS RELEASE
City of Chico
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Chico Staffing and Recruiting Solutions for Chico Police *Department*
20 percent pay increases needed to hire and retain a quality police force

CHICO, CA — (June 1, 2023) — At the June 20th Chico City Council meeting, the council will consider an effort to bring Police Officer compensation closer to other nearby cities to recruit and retain officers for the police department. The proposed CPOA (Chico Police Officers Association) contract is also posted with the June 06 Council agenda for public review.

Chico Police Department (CPD) is significantly below the national average for police officers per 1,000 citizens. CPD currently stands at 107 funded Police Officer/Park Ranger positions (less than 0.9 per 1,000), however, it should be at 129 to provide desired service from community feedback. The current ratio of less than 0.9 officers per 1,000 population already is less than half the state and national averages of 2.3 per 1,000.

Even among the low number of 107 currently authorized Police Officer/Park Ranger positions vacancies have persisted, vacancies are growing, and were expected to continue to grow without a positive change to compensation.

“Chico Police Officer vacancies have gone from 10 in March to 16 today, to 18 in the next few days. Extrapolating out with more vacancies, increasing mandatory overtime and elimination of specialty assignments, PD response times would increase, proactive police activities would cease, level of service would fall, all while making the department more unattractive to prospective officers. That trajectory had to be changed.” Said City Manager Mark Sorensen.

The City expects to lose another 6 officers in 2023, with only 3 incoming trainees to replace them. These trainees are currently in the Police Academy and will not be solo officers until November.

Further complicating matters and creating a vulnerability for the City is the loss of CPD management and supervisory personnel with considerable experience. There are currently 13 officers eligible to retire by end of 2023, including one Captain, and three Lieutenants.

“CPD will have a vacuum of experience as our supervisors and mid-managers leave; we will have a choice of promoting folks that are not ready, and the dealing with the liability implications, or we will need to draw external candidates who are looking for increased compensation and experiences for professional development.” said Aldridge.

“Police Officers are a commodity across the state and law enforcement agencies are competing for the most qualified and talented applicants. The competition with comparable agencies to Chico PD means we have ensured that the City of Chico is offering a competitive salary and benefits package, or we will not recruit or retain the talent we need. The alternative is a short-staffed police department that cannot provide the level of customer service our community expects of us.” Said Police Chief Billy Aldridge.

A competitive salary will make up for the increase in pay, and many surrounding agencies have already taken this significant leap. Competitive salaries will return Chico to its position as a destination agency and will make up for a major reason local laterals chose to leave due to a significant higher workload at CPD.

The only way we can close this vacancy gap effectively is to target laterals, trained, seasoned officers from other agencies who are looking to make a move. CPD currently offers a \$40,000 signing bonus. But due to the low salary and increased workload, it is not working to attract candidates.

Among other details, the new CPOA (Chico Police Officers Association) contract will provide for the 5% increase already in the current contract, plus another 15%, and a 3% reduction in a previously scheduled CalPERS pick up. In the process, we are terminating the previous contract 6-mos early in favor a new 3-year contract with no re-openers.

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Located in Butte County, California, Chico is the cultural and economic center of the northern Sacramento Valley and the largest city north of Sacramento. Known as a college town, the home of California State University, Chico and for Bidwell Park, one of the largest urban parks in the world. For more information, visit www.chico.ca.us.

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Class Title	Agency	Min Salary	Max Salary	Annual Min	Annual Max
Police Officer	City of Anderson	\$7,035.60	\$9,429.33	\$84,427.20	\$113,152.00
Police Officer	City of Redding	\$6,373.00	\$9,417.00	\$76,476.00	\$113,004.00

Current

City of Chico	\$5,236.40	\$7,217.60	\$62,836.80	\$86,611.20
City of Chico	\$5,498.22	\$7,578.48	\$65,978.64	\$90,941.76

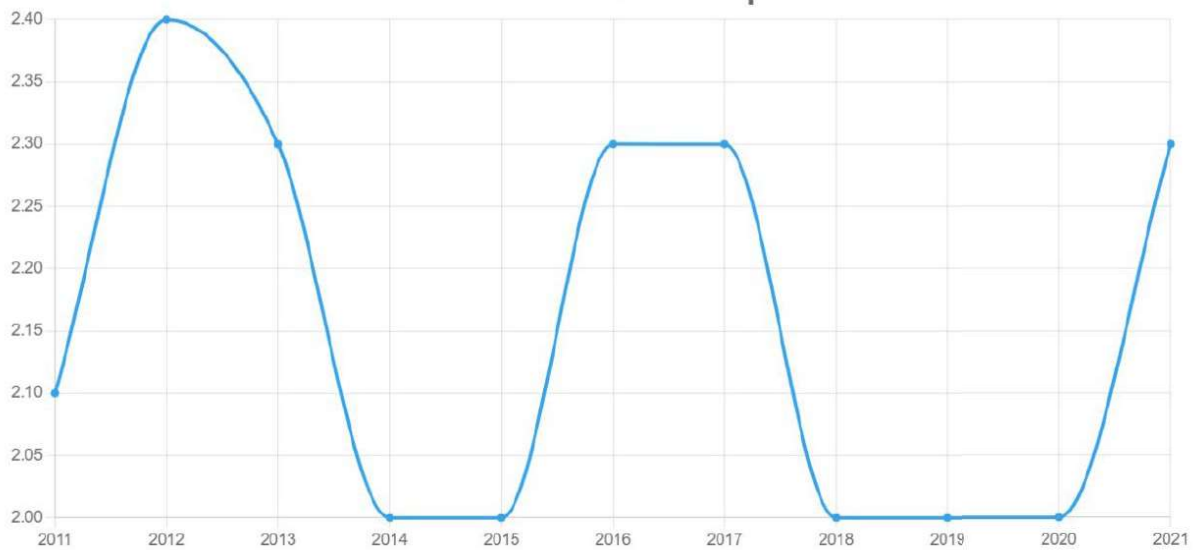
July 1 (+5%)

(+15%)

City of Chico	\$6,322.95	\$8,715.25	\$75,875.44	\$104,583.02
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United States Average

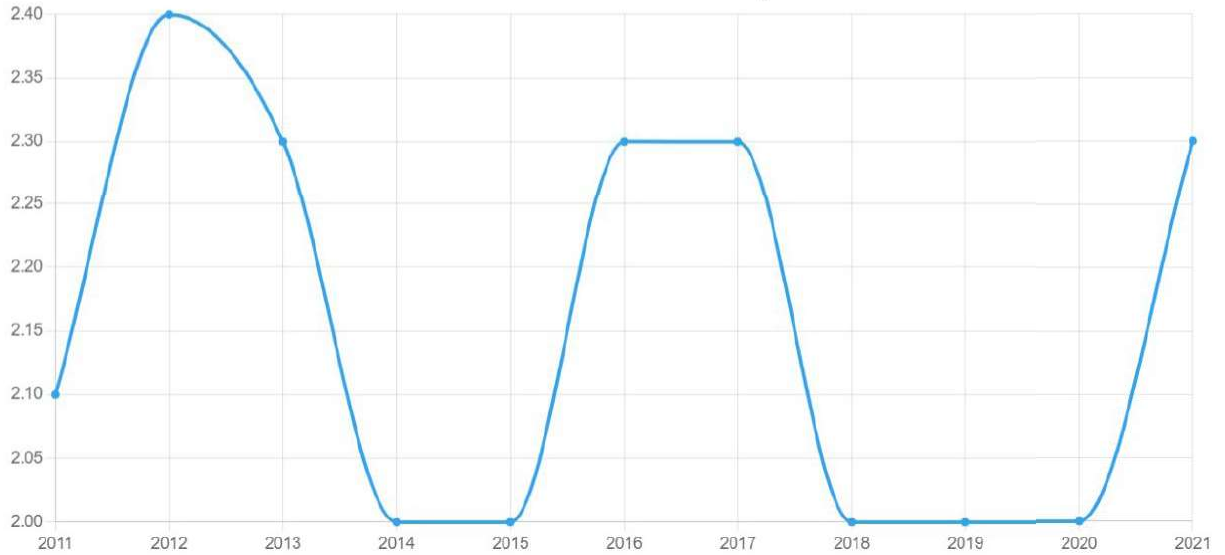
Ratio of Police Officers to Population



per 1,000 people, by year

State of California Average

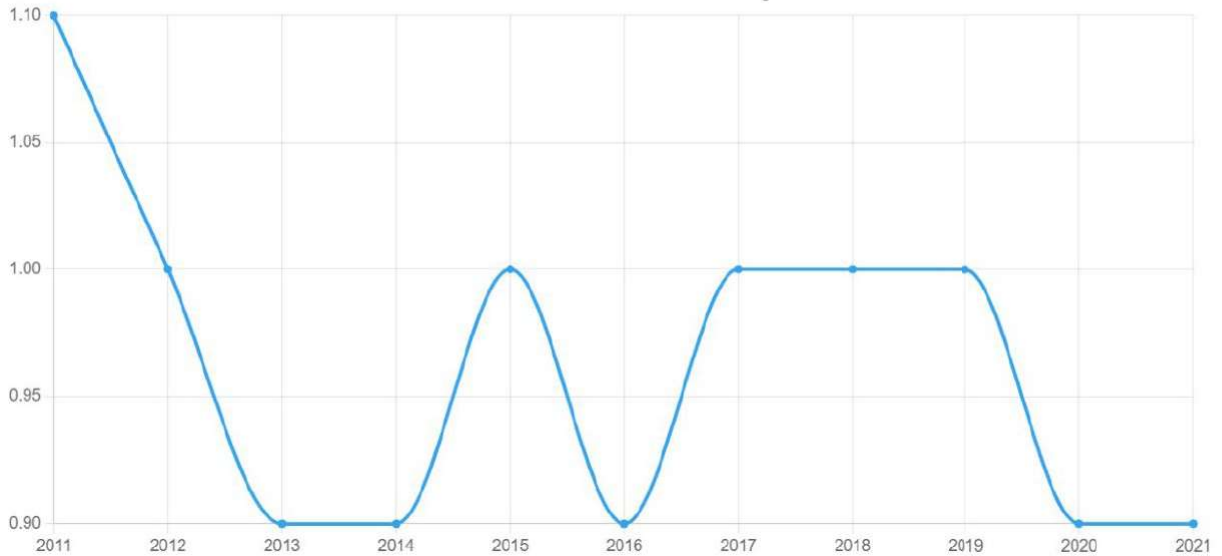
Ratio of Police Officers to Population



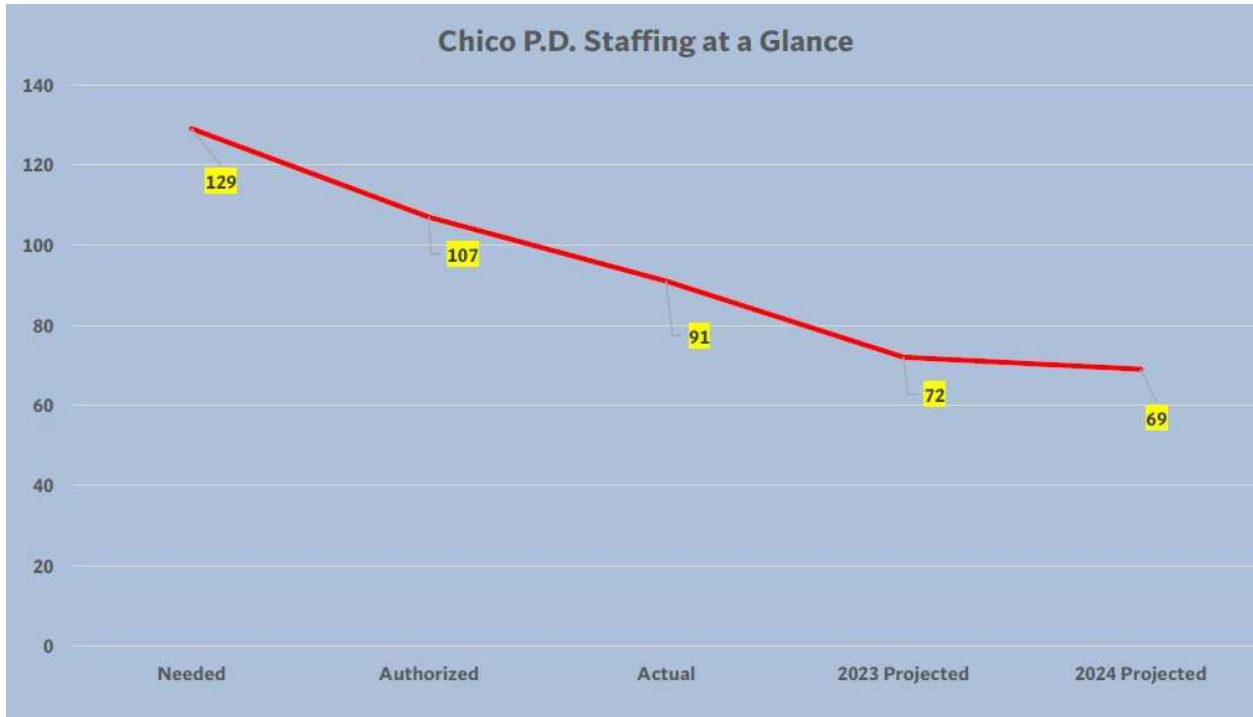
per 1,000 people, by year

City of Chico Average

Ratio of Police Officers to Population



per 1,000 people, by year



Proper Staffing

129 Officers

Administration: 10 Officers

- 1 Chief, 2 Captains, 7 Lieutenants

Patrol: 68 Officers

- A Side – 4 Sgts., 28 Officers (4 teams x 7 Officers), 2 Officer relief team.
- B Side – 4 Sgts., 28 Officers (4 teams x 7 Officers), 2 Officer relief team.

Detectives: 14 Officers

- General A (M-Th) – 1 Sgt., 6 Officers
- General B (T-Fri) – 1 Sgt., 6 Officers

Violence Suppression Unit: 5 Officers

- 1 Sgt., 4 Officers

Target: 7 Officers

- Target – 1 Sgt., 4 Officers
- Homeless Liaison—2 Officers

SRO's: 5 Officers

- 1 Sgt. (Elementary/Middle Schools), 4 Officers (3 High Schools, Middle Schools/Elem)

Traffic: 7 Officers

- 1 Sgt. 6 Officers (2 Motors A Side, 2 Motors B Side, 2 DUI Enforcement)

Administration: 8 Officers

- Personnel: 1 Sgt. PSU, (1) ABC Officer
- Training: 1 Sgt., 2 Officers (Department Training Officers)
- Community Engagement (SMART/Recruitment): 1 Sgt. (2) Officers

Narcotics/Human Trafficking Unit: 5 Officers

- 1 Sgt. 4 Officers