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7/31

RESOLUTION NUMBER R- 302929

DATE OF FINAL PASSAGE AUG 03 2007

A RESOLUTION APPROVING THE RECOMMENDATIONS OF THE LIFEGUARD DIVISION OF THE FIRE-RESCUE DEPARTMENT BUSINESS PROCESS REENGINEERING PURSUANT TO THE BUSINESS PROCESS REENGINEERING ORDINANCE.

WHEREAS, on July 31, 2006, the City Council adopted Ordinance No. O-19523 establishing the policy of the City of San Diego to reorganize the departments of the City to improve the level of services to the citizens and to reduce the cost of providing such services [BPR Ordinance]; and

WHEREAS, the Mayor has commenced the Business Process review [BPR] of all City departments; and

WHEREAS, a careful study was conducted on current practices within the Lifeguard Division of the Fire-Rescue Department; and

WHEREAS, the areas studied included 1) Lifeguard Staffing/Training; 2) Lifeguard Administrative Assignments; 3) Lifeguard Dispatch; and 4) Lifeguard Community Outreach, Education and Recruitment; and

WHEREAS, as to Lifeguard Staffing/Training, two significant issues were identified: (1) the challenge for the Lifeguard Division to provide all the necessary training to the permanent workforce in light of constant staffing requirements, (usually resulting in overtime); and (2) the evolution of scheduling in relation to and addressing operational challenges; and

WHEREAS, it is now recommended to implement a year-round 4/10 schedule for all permanent lifeguard positions, (other than lifeguards assigned to the 24-hour night crew schedules); and

WHEREAS, it is now recommended that a specific form of the 4/10 schedule be utilized during the winter to allow all permanent lifeguards (other than those assigned to the night crew) to receive on average 130 hours of training; and

WHEREAS, it has been estimated that \$364,638 in overtime costs for a year period will be avoided by implementing the foregoing 4/10 work schedule; and

WHEREAS, as to Lifeguard Administrative Assignments, it was determined that the lifeguard clerical staff currently spends approximately 180 hours annually over a two-month period processing permits related to mooring and beach bars; and

WHEREAS, the Park and Recreation Department already manages other permitting requirements; and

WHEREAS, it is now recommended that the permitting process for beach bars and moorings be transferred to the Park and Recreation Department Permit Center; and

WHEREAS, as to Lifeguard Dispatching, it was evaluated in conjunction with Fire Dispatching with consideration given to combine functions and/or positions with the Fire Communication Center [FCC]; and

WHEREAS, it was decided to maintain the current dispatching model for Lifeguards as Lifeguard Dispatchers are responsible for a host of responsibilities beyond taking incoming calls and dispatching emergencies; and

WHEREAS, Lifeguard Dispatching will be further evaluated again as part of the planned City-wide Dispatch BPR; and

WHEREAS, as to the Lifeguard Community Outreach, Education, and Recruitment functions, it was determined that the Lifeguard Division has several successful programs to reach out to the community for education and recruitment; and

WHEREAS, the Junior Lifeguard Program is one such successful program and is currently managed by a Lifeguard Sergeant as a collateral duty during the summer season; and

WHEREAS, in addition to the Junior Lifeguard Program, the Lifeguard Division has a number of formal and informal mechanisms for engaging the community and recruiting potential lifeguards which are implemented and overseen by a Community Outreach, Education, and Recruitment position; and

WHEREAS, one of the biggest challenges is the turnover of the current Outreach Coordinator and the Junior Lifeguard Sergeant, both positions which are non-operational and require skill sets distinct and separate from the public safety skill set of lifeguards; and

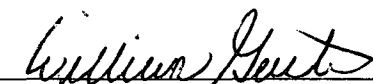
WHEREAS, it is recommended that the Community Outreach, Education, and Recruitment position be reclassified into a civilian position and this position will assume the duties of the management of the Junior Lifeguard Program management; and

WHEREAS, it is anticipated that the foregoing changes when coupled with the Junior Lifeguard Program revenue will result in savings that will be used to provide approximately 1,000

hours of seasonal lifeguard support to supplement recruitment and outreach activities; NOW,
THEREFORE,

BE IT RESOLVED, by the Council of the City of San Diego, that the Lifeguard BPR is
hereby accepted.

APPROVED: MICHAEL J. AGUIRRE, City Attorney

By 
William J. Gersten
Deputy City Attorney

WJG:amt
07/20/07
Or.Dept: FIRE
R-2008-89

I hereby certify that the foregoing Resolution was passed by the Council of the City of San Diego,
at this meeting of JUL 31 2007.

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 8.3.07
(date)


JERRY SANDERS, Mayor

Vetoed: _____
(date)

JERRY SANDERS, Mayor