



CITY COUNCIL FOLLOW UP REPORT

MEETING DATE: June 21, 2004 ITEM NUMBER: R 062104-1

TO: Honorable Mayor and City Council Members

FROM: John D. Hensley, Chief of Police

DATE: June 28, 2004

REQUESTED BY: Ms. Olive Maxwell

ADDRESS OF REQUESTING INDIVIDUAL: 1144 Gleneagles Terrance, Costa Mesa

BACKGROUND

At a recent City Council meeting, Ms. Olive Maxwell, a former Police Department volunteer reported that she was unwilling to wear a uniform provided by the City and was forced to resign her position. It was understood that Ms. Maxwell was seeking relief from the City Council from the uniform requirement established by the Police Chief.

FOLLOW UP REPORT:

In an effort to improve Police Department security due to concerns stemming from September 11, 2001, several steps have taken place over the past year to improve internal security. These include adding an identification card reader to gain access to the facility, creating and issuing new identification cards to all employees and volunteers, and a requirement that the identification cards be displayed when inside the building. Additionally, employees have been issued uniforms in certain bureaus for easy recognition and identification purposes. With over 300 personnel working in the Police Department, it's extremely difficult to identify who is authorized access to the building. Therefore, the wearing of uniforms by staff, particularly volunteers who work limited hours each month accomplishes this goal.

In terms of the Volunteers In Policing (VIP) personnel, the uniforms are issued free of charge and the cost is included in the annual Police Department budget. In addition to the security necessities listed above, the basis for the Police Chief requiring volunteers to wear a uniform is to elevate professionalism and customer service. The wearing of the uniform accomplishes these goals and others, including demonstrating volunteers' importance to the organization, enhancing discipline and providing a sense of esprit-de-corps.

Candidly, the donning of a uniform is not an undue burden and the appearance of employees and volunteers is an important issue to the Police Chief, and he believes the uniform expresses who we are as a professional and customer service focused organization.

John D. Hensley
Chief of Police

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