Proposed Police Video Operator Class Series

Office of Human Resources/Classification & Compensation Division
Governance & Charter Review Committee
April 5, 2016

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Background on the proposed Police Video Operator Class Series

- In the Spring of 2015, Denver Police Department requested new classifications to support civilians performing duties to monitor, surveil, and maintain data captured from live and recorded video evidence used for public safety
  - Current video sources include H.A.L.O. cameras, City agency cameras, RTD stations, Denver Public School cameras, and body worn cameras
- Currently these duties are performed by ten employees classified as Security Officers
- Requested classifications:
  - Police Video Operator
  - Lead Police Video Operator – includes permanently assigned lead work

Expanded Duties - Body Worn Camera Program

- Expanded duties assigned to incumbents will provide dedicated support for the new body worn camera program for ~800 officers in the field and around the clock, including:
  - Initial officer camera set up
  - Video evidence storage, review, processing, and access including compliance with investigations or cases
  - Maintaining and repairing malfunctioning or damaged equipment

Police Video Operator Classification Series

- OHR conducted a study of comparable local and national police departments in the Summer of 2015
  - Conducted a custom survey and received five valid matches to the request
  - Used current compensation practices to establish new classifications and pay grades
  - Recommendations based on the results of the study:
    - Police Video Operator – 613-N (Cost impact of $10,491 based on eight employees moving to the range minimum of the new pay grade)
    - Lead Police Video Operator – 614-N (Cost impact of $0)
- The two new classifications were posted for the Career Service Board public hearing on March 3, 2016
- Approved by the Career Service Board at the public hearing on March 17, 2016

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