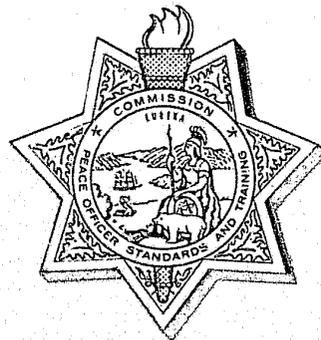


146455

# WORK SCHEDULE SURVEY

(PATROL / TRAFFIC / INVESTIGATION / DISPATCH)



THE COMMISSION  
ON PEACE OFFICER STANDARDS AND TRAINING

STATE OF CALIFORNIA

# WORK SCHEDULE SURVEY

(PATROL / TRAFFIC / INVESTIGATION / DISPATCH)

U.S. Department of Justice  
National Institute of Justice

146455

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## PREFACE

The Commission on Peace Officer Standards and Training has received many requests for information from California law enforcement agencies regarding the types of work schedules used by Patrol, Traffic, Investigation and Dispatch units. In response to these inquiries, POST, beginning in October 1991, surveyed California law enforcement agencies to collect data on work schedules used in these units, including their perceived advantages and disadvantages.

The survey was designed to determine law enforcement agencies' experience with various eight-hour, nine-hour, ten-hour, twelve-hour and other work schedules (as described by the agencies themselves). Team and No Team alternatives were included under each work schedule.

This final report broadly discusses the survey's findings, and summarizes responses for each unit. No attempt has been made to subject specific issues to independent staff analysis. A primary objective of this report is to provide work schedule information to assist individual agencies to assess and plan schedules that best meet their needs.

The Commission on Peace Officer Standards and Training gratefully acknowledges the support of California law enforcement in the preparation of this study. The Commission invites interested individuals to direct questions and requests for information about this study to the Management Counseling Services Bureau, (916) 227-4800.



NORMAN C. BOEHM  
Executive Director

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## EXECUTIVE SUMMARY

The Commission on Peace Officer Standards and Training has received many requests for information on work schedules used by law enforcement agencies throughout the state. In response to these requests, POST surveyed 463 California police and sheriffs' departments, State agencies, universities and community college police departments. Information was collected on 26 different work schedules and a variety of related areas, such as rotation practices, use of teams, and perceived advantages and disadvantages of specific schedules. Completed questionnaires were returned from 385 agencies (83.2%).

The questionnaire was divided into four areas: Patrol, Traffic, Investigation and Dispatch. Survey responses were categorized into six law enforcement types, ten agency size groupings, and seven geographic areas. The complete questionnaire, including a detailed description of each work schedule studied, is included as Appendix I.

A primary objective of this report is to provide work schedule information to assist individual agencies to assess and plan schedules that best meet their needs. POST recommends, however, that any decision by an agency to alter its existing work schedule should be made only after a thorough analysis of its workload.

### Summary of Survey Results

#### General

While 8-plans (8-hour workday, 5-day work week) were the most commonly used work schedule in each of the four units studied, agency size had a significant impact on the use of alternative work schedules. The survey noted that agencies with fewer than 400 employees were more likely to use a 9-plan or 12-plan than larger agencies. Agencies with 100 or more employees were more likely to use a 10-plan than smaller agencies.

Survey appendices contain specific information on responding agencies and the work schedules used. Almost half of the responding agencies use more than one schedule; e.g., an agency may use a 10-plan for Patrol, an 8-plan for Traffic and Investigation, and a 12-plan for Dispatch.

#### Patrol

- 47% of police departments use an 8-plan; 7% use a 9-plan; 34% use a 10-plan; 8% use a 12-plan.
- 52% of sheriffs' departments use an 8-plan; 2% use a 9-plan; 35% use a 10-plan; 6% use a 12-plan.
- 90% of respondents reported that Patrol unit officers rotate shifts.
- 70% of respondents conducted a workload study prior to adopting the present schedule.
- 48% reported that the present schedule is specified in an M.O.U. or contract.
- 20% reported that minimum staffing is specified in an M.O.U. or contract.

## **Traffic**

- Police departments are almost equally divided between the use of an 8-plan (42%) and a 10-plan (42%); 11% use a 9-plan.
- 57% of sheriffs' departments use an 8-plan; 14% use a 10-plan; 14% use a 12-plan.
- Traffic officers rotate shifts in 74% of responding agencies.
- 82% of respondents conducted a workload study prior to adopting the present schedule.
- 31% reported that the present schedule is specified in an M.O.U. or contract.
- 8% reported that minimum staffing is specified in an M.O.U. or contract.

## **Investigation**

- 68% of police departments use an 8-plan; 13% use a 9-plan; 17% use a 10-plan.
- 84% of sheriffs' departments use an 8-plan; 4% use a 9-plan; 9% use a 10-plan.
- Investigators rotate shifts in 19% of responding agencies.
- 44% of responding agencies conducted a workload study prior to adopting the present schedule.
- 27% reported that the present schedule is specified in an M.O.U. or contract.
- 4% reported that minimum staffing is specified in an M.O.U. or contract.

## **Dispatch**

- 70% of police departments use an 8-plan; 3% use a 9-plan; 19% use a 10-plan; 4% use a 12-plan.
- 53% of sheriffs' departments use an 8-plan; 5% use a 9-plan; 33% use a 10-plan; 3% use a 12-plan.
- Dispatchers rotate shifts in 87% of responding agencies.
- 55% of responding agencies conducted a workload study prior to adopting the present schedule.
- 29% reported that the present schedule is specified in an M.O.U. or contract.
- 9% reported that minimum staffing is specified in an M.O.U. or contract.

## **Advantages and Disadvantages**

The following page contains a matrix summarizing the number of agency Patrol, Traffic, Investigation and Dispatch units using an 8-, 9-, 10- or 12-plan, or other work schedule. The matrix also shows the three most commonly reported advantages and disadvantages of each plan used by Patrol units (from a management point of view). Because responses may represent perceptions only, they should not be considered statistically valid.

## Summary of Plans Used, Advantages and Disadvantages

### TOP THREE ADVANTAGES

(PATROL ONLY)

### TOP THREE DISADVANTAGES

	NUMBER OF AGENCIES USING PLAN				TOP THREE ADVANTAGES						TOP THREE DISADVANTAGES								
	Patrol	Traffic	Inv.	Disp.	Matches Coverage to Workload	Reduces Overtime	Fixed Days Off	Makes Patrol a More Desirable Assignment	Improved Recruitment & Retention	More Days Off	Lack of Consistent Supervision	Less Training Time	Lack of Report Completion & Review	Schedule Mandated by MOU or Contract	Too Many Days Off	Doesn't Match Coverage to Workload	Increases Overtime	Increases Officer Fatigue, Accidents & Injuries	Inconsistent Subpoena Service & Court Appearances of Officers
8-PLAN	194	76	227	214	1	2	3				1	2	3						
9-PLAN	21	19	36	9				1	2	3	1			2	3*	3*			
10-PLAN	125	70	49	62	3			2	1		1		3				2		
12-PLAN	28	2	1	13		1		3*	2	3*			2					1	3
OTHER	16	8	4	14	<i>(Advantages and disadvantages not reported due to variety of "other" schedules used.)</i>														

\*Tie

# **OVERVIEW**

# OVERVIEW OF SURVEY RESPONSES

## Introduction

POST has received many requests for information from California law enforcement agencies regarding the types of work schedules used by Patrol, Traffic, Investigation and Dispatch units within agencies throughout the State. In response to these ongoing inquiries, the Commission on POST conducted a survey of work schedules. The survey not only collected data on work schedules used by California law enforcement agencies, it also gathered information on their perceived advantages and disadvantages.

A total of 463 Work Schedule Surveys were mailed to California law enforcement agencies in October 1991. POST received 385 returned responses to the survey. The overall percentage of response was 83.2%.

Many responding agencies do not have all of the four units surveyed; e.g., many sheriffs' departments do not have traffic units. Respondents completed those portions of the questionnaire applicable to their agency.

The following overview subsections present response data as compared to the number of California law enforcement agencies surveyed.

## Responses by Agency Type

The responding agencies were categorized into six specific law enforcement agency types: Police, Sheriff, State, University of California (UC), California State University (CSU), and Community College. Responses closely represented the actual proportion of agency types within the State.

Table 1, below, summarizes returned responses by agency type.

TABLE 1: Responses by Agency Type

AGENCY TYPE	NO. OF SURVEYS MAILED	% OF STATE	NO. OF SURVEYS RETURNED	% OF RETURN
Sheriff	58	12.5%	48	12.5%
Police	354	76.5%	294	76.4%
State	2	0.4%	2	0.5%
UC	9	2.0%	7	1.8%
CSU	19	4.1%	17	4.4%
College	21	4.5%	17	4.4%
TOTAL	463	100.0%	385	100.0%

## Responses by Agency Size

Agency size includes sworn and non-peace officer personnel. The responding agencies were categorized into ten agency size groupings: 1-24, 25-49, 50-74, 75-99, 100-199, 200-299, 300-399, 400-499, 500-999, and Over 1,000. Responses closely represented the actual proportion of agency sizes within the State.

Table 2, below, summarizes returned responses by agency size.

**TABLE 2: Responses by Agency Size**

AGENCY SIZE	NO. OF SURVEYS MAILED	% OF STATE	NO. OF SURVEYS RETURNED	% OF RETURN
1 - 24	133	28.7%	101	26.2%
25 - 49	91	19.6%	75	19.5%
50 - 74	55	11.9%	45	11.7%
75 - 99	42	9.1%	37	9.6%
100 - 199	67	14.5%	61	15.8%
200 - 299	31	6.7%	28	7.3%
300 - 399	12	2.6%	11	2.9%
400 - 499	9	1.9%	7	1.8%
500 - 999	10	2.2%	8	2.1%
Over 1,000	13	2.8%	12	3.1%
<b>TOTAL</b>	<b>463</b>	<b>100.0%</b>	<b>385</b>	<b>100.0%</b>

## Responses by Agency Location

Seven geographic areas were developed for purposes of this survey. Each geographic area includes specific counties as described below. Responding agencies were grouped into one of these areas, based on their location. Responses closely represented the actual proportion of agency locations within the State.

### Counties Included in Geographic Areas

<b>NORTH COAST</b>	<b>SOUTH COAST</b>	<b>VALLEY</b>	<b>NORTH</b>
Del Norte	Monterey	Calaveras	Alpine
Humboldt	San Benito	Fresno	Amador
Mendocino	San Luis Obispo	Kern	Butte
Sonoma	San Luis Obispo	Kings	Colusa
	Santa Barbara	Madera	El Dorado
	Santa Cruz	Mariposa	Glenn
<b>SAN FRANCISCO BAY</b>	<b>INLAND</b>	Merced	Lake
Alameda	Imperial	San Joaquin	Lassen
Contra Costa	Inyo	Stanislaus	Modoc
Marin	Inyo	Tuolumne	Napa
San Francisco	Mono	Tulare	Nevada
San Mateo	Riverside		Placer
Santa Clara	San Bernardino	<b>SOUTH</b>	
		Los Angeles	
		Orange	
		San Diego	
		Ventura	

Table 3, below, summarizes returned responses by agency location.

**TABLE 3: Responses by Agency Location**

AGENCY LOCATION	NO. OF SURVEYS MAILED	% OF STATE	NO. OF SURVEYS RETURNED	% OF RETURN
North Coast	22	4.8%	20	5.2%
San Francisco Bay	90	19.4%	75	19.5%
South Coast	40	8.6%	35	9.1%
North Valley	91	19.7%	72	18.7%
South Valley	76	16.4%	61	15.8%
South Inland	106	22.9%	93	24.2%
Inland	38	8.2%	29	7.5%
<b>TOTAL</b>	<b>463</b>	<b>100.0%</b>	<b>385</b>	<b>100.0%</b>

**Responses by Unit (Patrol, Traffic, Investigation and Dispatch)**

Significant findings by units include:

- With the exception of the California Highway Patrol, all agencies have Patrol units.
- 45% of responding agencies have a Traffic unit; 82% have an Investigation unit, and 81% have a Dispatch unit.
- In agencies with fewer than 100 employees, 30% have Traffic units, 74% have Investigation units, and 77% have Dispatch units. In agencies with 100-499 employees, 79% have Traffic units, all have Investigation units, and 88% have Dispatch units. In agencies with 500 or more employees, 70% have Traffic units, 90% have Investigation units, and all have Dispatch units.
- Traffic and Investigation units are least common in agencies in the North Coast. Dispatch units are least common in agencies in the South Coast.
- Sheriffs' departments assign 38% of their employees to operations functions (Patrol, Traffic, Investigation and Dispatch). This is the smallest percentage of any of the agency types surveyed. (This may be attributable to the number of staff assigned to jail operations in sheriffs' departments.)
- Responding agencies reported a grand total of 40,364 personnel assigned to Patrol, Traffic, Investigation and Dispatch units. This equates to a statewide average of 57% of personnel assigned to operations functions.
- In agencies with fewer than 1,000 employees, as the size of the department increases, the proportion of employees assigned to operations functions decreases.
- Of police departments, those located in the Inland area assign the smallest proportion of personnel to operations functions (60%); those in the North Coast and South Coast assign the largest (71%).
- Of sheriffs' departments, those located in the Valley and Inland areas assign the smallest proportion of personnel to operations functions (28-29%); those in the South assign the largest (48%).

Table 4 depicts the percentage of respondents with separate Patrol, Traffic, Investigation and Dispatch units by agency type. Tables 5 and 6, following Table 4, present the same data by agency size and location.

Table 4, below, summarizes agency responses by agency type.

**TABLE 4: Percentage Responders with Patrol, Traffic, Investigation and Dispatch Units by Agency Type**

AGENCY TYPE	TOTAL NUMBER RESPONSES	PATROL		TRAFFIC		INVEST.		DISPATCH	
		No. w/ Units	%	No. w/ Units	%	No. w/ Units	%	No. w/ Units	%
Sheriff	48	48	100%	7	15%	45	94%	40	83%
Police	294	294	100%	166	57%	247	84%	235	80%
State	2	1	50%	1	50%	1	50%	2	100%
UC	7	7	100%	1	14%	6	86%	6	86%
CSU	17	17	100%	0	0%	13	77%	17	100%
College	17	17	100%	0	0%	5	29%	12	71%
<b>TOTAL</b>	<b>385</b>	<b>384</b>		<b>175</b>		<b>317</b>		<b>312</b>	

Table 5, below, summarizes responses by agency size.

**TABLE 5: Percentage Responders with Patrol, Traffic, Investigation and Dispatch Units by Agency Size**

AGENCY SIZE	TOTAL NUMBER RESPONSES	PATROL		TRAFFIC		INVEST.		DISPATCH	
		No. w/ Units	%	No. w/ Units	%	No. w/ Units	%	No. w/ Units	%
1 - 24	101	101	100%	3	3%	39	39%	59	58%
25 - 49	75	75	100%	20	27%	72	96%	65	87%
50 - 74	45	45	100%	29	64%	44	98%	42	93%
75 - 99	37	37	100%	25	68%	37	100%	32	86%
100 - 199	61	61	100%	52	85%	61	100%	55	90%
200 - 299	28	28	100%	22	79%	28	100%	23	82%
300 - 399	11	11	100%	7	64%	11	100%	10	91%
400 - 499	7	7	100%	3	43%	7	100%	6	86%
500 - 999	8	8	100%	4	50%	8	100%	8	100%
Over 1,000	12	11	92%	10	83%	10	83%	12	100%
<b>TOTAL</b>	<b>385</b>	<b>384</b>		<b>175</b>		<b>317</b>		<b>312</b>	

Table 6, below, summarizes responses by agency location.

**TABLE 6: Percentage Responders with Patrol, Traffic, Investigation and Dispatch Units by Agency Location**

AGENCY LOCATION	TOTAL NUMBER RESPONSES	PATROL		TRAFFIC		INVEST.		DISPATCH	
		No. w/ Units	%	No. w/ Units	%	No. w/ Units	%	No. w/ Units	%
North Coast San Francisco Bay	20	20	100%	2	10%	13	65%	16	80%
South Coast	75	75	100%	43	57%	65	87%	64	85%
North Valley	35	35	100%	12	34%	27	77%	18	51%
South	72	71	99%	22	31%	50	69%	53	74%
Inland	61	61	100%	13	21%	46	75%	48	79%
	93	93	100%	65	70%	88	95%	88	95%
	29	29	100%	18	62%	28	97%	25	86%
<b>TOTAL</b>	<b>385</b>	<b>384</b>		<b>175</b>		<b>317</b>		<b>312</b>	

The questionnaire asked responding agencies to indicate their total number of authorized full-time peace officer and non-peace officer positions. Where agencies had separate Patrol, Traffic, Investigation or Dispatch units, they were also asked to indicate the total number of positions assigned to each unit. This data was analyzed to determine the average number of personnel assigned to each unit, as well as the average percentage of personnel assigned to these units as a whole (operations).

Tables 7, 8 and 9 summarize total agency personnel, average number of personnel, and average percentage of personnel assigned to operations for responding agencies by agency type, size and location. Responses by size and location are further broken down to indicate average percentage of personnel assigned to operations for police (including UC, CSU and College), sheriff and State agencies.

Table 7, below, summarizes returned responses by agency type.

**TABLE 7: Summary of Average Number and Percentage of Personnel Assigned to the Patrol, Traffic, Investigation and Dispatch Units by Agency Type**

AGENCY TYPE	NO. OF RESPONDING AGENCIES	TOTAL PERSONNEL (SWORN & NONSWORN)	AVERAGE NO. OF PERSONNEL PER AGENCY	AVERAGE % OF PERSONNEL ASSIGNED TO PATROL, TRAFFIC, INV. & DISP.
Sheriff	48	24,389	508	38%
Police	294	35,220.5	120	66%
State	2	9,678	4,839	75%
UC	7	448	64	56%
CSU	17	412	24	70%
College	17	277.5	16	70%
<b>TOTAL</b>	<b>385</b>	<b>70,425</b>		

Table 8, below, summarizes returned responses by agency size.

**TABLE 8: Summary of Average Number and Percentage of Personnel Assigned to the Patrol, Traffic, Investigation and Dispatch Units by Agency Size**

AGENCY SIZE	NO. OF RESPONDING AGENCIES	TOTAL PERSONNEL (SWORN & NONSWORN)	AVERAGE NO. OF PERSONNEL PER AGENCY	AVERAGE % OF PERSONNEL ASSIGNED TO PATROL, TRAFFIC, INV. & DISPATCH		
				Police	Sheriff	State
1 - 24	101	1,411	14	80%	86%	
25 - 49	75	2,545	34	73%	61%	
50 - 74	45	2,730	61	70%	54%	
75 - 99	37	3,180	86	63%	48%	
100 - 199	61	8,606	141	61%	45%	
200 - 299	28	6,845	245	53%	32%	
300 - 399	11	3,774	343	50%	39%	
400 - 499	7	2,997	428	48%	40%	66%
500 - 999	8	5,898	737	43%	24%	
Over 1,000	12	32,439	2,703	58%	39%	75%
<b>TOTAL</b>	<b>385</b>	<b>70,425</b>				

Table 9, below, summarizes returned responses by agency location.

**TABLE 9: Summary of Average Number and Percentage of Personnel Assigned to the Patrol, Traffic, Investigation and Dispatch Units by Agency Location**

AGENCY LOCATION	NO. OF RESPONDING AGENCIES	TOTAL PERSONNEL (SWORN & NONSWORN)	AVERAGE NO. OF PERSONNEL PER AGENCY	AVERAGE % OF PERSONNEL ASSIGNED TO PATROL, TRAFFIC, INV. & DISPATCH		
				Police	Sheriff	State
North Coast San Francisco Bay	20	1,542	77	71%	33%	
South Coast	75	12,444	166	68%	38%	
North*	35	2,595	74	71%	40%	
Valley	72	16,894	235	67%	32%	75%
South	61	6,411	105	66%	28%	
Inland	93	23,738	255	64%	48%	
	29	6,801	235	60%	29%	
<b>TOTAL</b>	<b>385</b>	<b>70,425</b>				

\*Includes California Highway Patrol and California State Police.

## Summary Overview

- 463 surveys were mailed to California law enforcement agencies.
- 385 surveys were completed and returned.
- The percentage of return was 83.2%.
- Responses were categorized into six specific law enforcement types, ten agency size groupings, and seven geographic areas.
- Survey responses closely represented the actual proportions of agency types, sizes and locations within the State.
- With the exception of the California Highway Patrol, all agencies have Patrol units.
- 45% of responding agencies have a Traffic unit; 82% have an Investigation unit, and 81% have a Dispatch unit.
- Statewide, an average of 57% of personnel are assigned to operations functions (Patrol, Traffic, Investigation and Dispatch).
- Sheriffs' departments assign the smallest proportion of their employees to operations functions (38%). (This may be attributable to the number of staff assigned to jail operations in sheriffs' departments.)
- For agencies with fewer than 1,000 employees, as the size of the agency increases, the proportion of employees assigned to operations functions decreases.

## Appendices

Appendices, which provide detailed data on the survey instrument and the make-up of the responding agencies, are included at the end of this report. They are:

- Appendix 1: Work Schedule Survey Instrument
- Appendix 2: Summary Listing of PATROL Work Schedules by Responding Agencies
- Appendix 3: Summary Listing of PATROL Work Schedules by Agency Size and Location
- Appendix 4: Summary Listing of TRAFFIC Work Schedules by Responding Agencies
- Appendix 5: Summary Listing of TRAFFIC Work Schedules by Agency Size and Location
- Appendix 6: Summary Listing of INVESTIGATION Work Schedules by Responding Agencies
- Appendix 7: Summary Listing of INVESTIGATION Work Schedules by Agency Size and Location
- Appendix 8: Summary Listing of DISPATCH Work Schedules by Responding Agencies
- Appendix 9: Summary Listing of DISPATCH Work Schedules by Agency Size and Location
- Appendix 10: Comparative Analysis and Summary of Work Schedules Used by Responding Agencies

**PATROL**

# ANALYSIS OF PATROL UNIT RESPONSES

## Introduction

The Work Schedule Survey's first area of inquiry was Patrol work schedules. Pages 2-5 of the survey instrument (Appendix 1) depict the questions asked.

## Significant Findings

Overall significant findings include:

- All respondents, with the exception of the California Highway Patrol, have a Patrol unit.
- Police agencies assign more than 60% of their sworn personnel to Patrol. Sheriffs' departments assign an average of 40% of their sworn personnel to Patrol.
- 50% of responding agencies use an 8-plan; 5% use a 9-plan; 32% use a 10-plan; and 8% use a 12-plan.
- The most commonly used schedule is an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor) and no teams (Survey Schedule "d").
- Most agencies with fewer than 100 employees use 8-plans; 10-plans are used more often than any other schedule in agencies with 100 or more employees.
- The most commonly reported advantage of 8-plans is a close match of coverage to workload, increasing productivity.
- The most commonly reported advantage of 9-plans is they make Patrol a more desirable assignment.
- The most commonly reported advantage of 10-plans is improved recruitment and retention.
- The most commonly reported disadvantage of 8-, 9- and 10-plans is a lack of consistent supervision.
- The most commonly reported advantage of 12-plans is reduced overtime. The most commonly reported disadvantage of 12-plans is increased officer fatigue, accidents and injuries.
- Most respondents using an 8-, 9- or 10-plan do not use teams. Most respondents using a 12-plan use teams.
- Patrol shift supervisors, unit commanders and line-level Patrol officers work the same schedule in 64% of responding agencies.
- 90% of respondents reported that Patrol unit officers rotate shifts. One third of all respondents use a 6-month rotation.
- 70% of respondents conducted a workload study prior to adopting the present schedule.

## Patrol Unit Staffing

Tables 10 through 12 summarize total *sworn* personnel assigned to Patrol and the average percentage of personnel assigned to Patrol by agency type, size and location.

Significant findings include:

- Police agencies assign more than 60% of their sworn personnel to Patrol (40-50% of their total staff).
- Sheriffs' departments assign an average of 40% of their sworn personnel to Patrol (25% of their total staff). (This lower overall percentage may be attributable to the number of staff assigned to jail operations in sheriffs' departments.)
- Generally, as the size of the department increases, the proportion of employees assigned to Patrol decreases. Percentages range from 79% sworn assigned to Patrol in agencies with 1-24 employees, to 43% sworn in agencies with 500-999 employees.
- Agencies in the North Coast assign the highest percentage of sworn personnel to Patrol (62%); however, they assign one of the lowest percentages of total personnel (sworn and nonsworn) to Patrol (32%).
- Agencies in the North and Valley assign the lowest overall percentage of personnel to Patrol (49-50% of sworn; 31% of total).

Table 10, below, summarizes returned responses for agencies with Patrol units by agency type.

**TABLE 10: Staffing for Agencies With Patrol Units by Agency Type**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH PATROL UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO PATROL
Sheriff	48	6,212	40%	25%
Police	294	14,629	61%	42%
State	1	193	53%	43%
UC	7	181	69%	40%
CSU	17	182	72%	44%
College	17	138	76%	50%
<b>TOTAL</b>	<b>384</b>	<b>21,535</b>		

Table 11, below, summarizes returned responses for agencies with Patrol units by agency size.

**TABLE 11: Staffing for Agencies With Patrol Units by Agency Size**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH PATROL UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO PATROL
1 - 24	101	813	79%	58%
25 - 49	75	1,225	69%	48%
50 - 74	45	1,247	66%	46%
75 - 99	37	1,290	62%	41%
100 - 199	61	3,226	59%	37%
200 - 299	28	2,257	52%	33%
300 - 399	11	1,161	49%	31%
400 - 499	7	954	47%	32%
500 - 999	8	1,581	43%	27%
Over 1,000	11	7,781	49%	34%
<b>TOTAL</b>	<b>384</b>	<b>21,535</b>		

Table 12, below, summarizes returned responses for agencies with Patrol units by agency location.

**TABLE 12: Staffing for Agencies With Patrol Units by Agency Location**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH PATROL UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO PATROL	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO PATROL
North Coast	20	486	62%	32%
S.F. Bay	75	5,139	58%	41%
South Coast	35	989	59%	38%
North Valley	71	2,376	50%	31%
Valley	61	1,984	49%	31%
South	93	8,889	54%	37%
Inland	29	1,672	*	**
<b>TOTAL</b>	<b>384</b>	<b>21,535</b>		

\*The Riverside and San Bernardino County Sheriffs' Departments respectively assign 35% and 24% of their sworn personnel to Patrol. The remaining Inland agencies assign an average of 58% sworn to Patrol.

\*\*The Riverside and San Bernardino County Sheriffs' Departments respectively assign 20% and 15% of their personnel (sworn and nonsworn) to Patrol. The remaining Inland agencies assign an average of 37% of their personnel to patrol.

## Type of Work Schedules Used by Line-Level Officers

Responding agencies were asked to indicate the work schedules used by line-level officers, supervisors and commanding officers. Appendix 2 depicts the Patrol work schedules used by line officers in responding agencies. Appendix 3 depicts the Patrol work schedules used by line officers in responding agencies by agency size and location.

Tables 13 through 15 depict the number of responding agencies whose line officers work each of the suggested Patrol schedules by agency type, size and location.

Significant findings include:

- 50% of responding agencies use an 8-plan.
- 5% of responding agencies use a 9-plan.
- 32% of responding agencies use a 10-plan.
- 8% of responding agencies use a 12-plan.
- 4% of responding agencies use a schedule other than an 8-, 9-, 10- or 12-plan.
- 40% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "d")
- 20% of responding agencies use a 10-hour workday, 4-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "o")
- 47% of police departments use an 8-plan; 34% use a 10-plan.
- 52% of sheriffs' departments use an 8-plan; 35% use a 10-plan.
- More than 70% of California State Universities and Community Colleges use an 8-plan.
- 60% of agencies with fewer than 100 employees use an 8-plan; 23% use a 10-plan.
- 31% of agencies with 100-499 employees use an 8-plan; 53% use a 10-plan.
- 37% of agencies with more than 500 employees use an 8-plan; 47% use a 10-plan.
- 8-plans are used by at least 50% of agencies in each geographic location except San Francisco Bay (47%) and South (33%).
- 10-plans are used by at least 30% of agencies in the San Francisco Bay (32%), North Coast (40%), North (40%), and South (37%).
- Agencies in the South, South Coast and San Francisco Bay areas are more likely than other areas to use a work schedule other than an 8- or 10-plan.

Table 13, below, depicts the Patrol work schedules used by agency type.

**TABLE 13: Patrol Work Schedules Used by Agency Type**

WORK SCHEDULE DESCRIPTION*	AGENCY TYPE							% OF TOTAL
	SHERIFF	POLICE	STATE	U.C.	C.S.U.	COMM. COLLEGE	TOTAL	
<b>8-PLAN</b>								
a	1	18				2	21	5%
b		6					6	2%
c							0	0%
d	21	105	1	4	13	10	154	40%
e	2	7					9	2%
f							0	0%
g	1	3					4	1%
<b>9-PLAN</b>								
h		1					1	< 1%
i							0	0%
j		16					16	4%
k							0	0%
l	1	3					4	1%
<b>10-PLAN</b>								
m		8			1		9	2%
n	7	20				1	28	7%
o	8	61		2	3	2	76	20%
p	2	10					12	3%
<b>12-PLAN</b>								
q							0	0%
r		1					1	< 1%
s		2					2	1%
t	3	8					11	3%
u							0	0%
v		1					1	< 1%
w							0	0%
x		4				1	5	1%
y		8					8	2%
<b>OTHER</b>								
z	2	12		1		1	16	4%

\*See Appendix 1, pages 14-15, for complete description

Table 14, below, depicts the Patrol work schedules used by agency type.

**TABLE 14: Patrol Work Schedules Used by Agency Size**

WORK SCHEDULE DESCRIPTION*	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
<b>8-PLAN</b>												
a	8	4	2	2	1	3				1	21	5%
b	3	1			1	1					6	2%
c											0	0%
d	56	39	18	11	14	4	2	4	2	4	154	40%
e	3	1	2	1		1					9	2%
f											0	0%
g	1		2					1			4	1%
<b>9-PLAN</b>												
h		1									1	<1%
i											0	0%
j		4	4	1	2	3	1		1		16	4%
k											0	0%
l			1	1	2						4	1%
<b>10-PLAN</b>												
m	1			2	1	2	1	1		1	9	2%
n	1	1	1	1	10	8	2		2	2	28	7%
o	18	12	10	10	16	6	2		1	1	76	20%
p			1	1	7			1	2		12	3%
<b>12-PLAN</b>												
q											0	0%
r	1										1	<1%
s		1	1								2	1%
t		5	1		3		2				11	3%
u											0	0%
v		1									1	<1%
w											0	0%
x	1	1		1	2						5	1%
y	5	1		2							8	2%
<b>OTHER</b>												
z	3	3	2	4	2					2	16	4%

\*See Appendix 1, pages 14-15, for complete description

Table 15, below, depicts the Patrol work schedules used by agency location.

**TABLE 15: Patrol Work Schedules Used by Agency Location**

WORK SCHEDULE DESCRIPT.*	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
<b>8-PLAN</b>									
a	5	3	2	1	2	4	4	21	5%
b		1		1	4			6	2%
c								0	0%
d	7	31	17	29	32	25	13	154	40%
e				4	5			9	2%
f								0	0%
g				1	1	2		4	1%
<b>9-PLAN</b>									
h			1					1	< 1%
i								0	0%
j		3	2	1	1	8	1	16	4%
k								0	0%
l		2		2				4	1%
<b>10-PLAN</b>									
m		4		3		1	1	9	2%
n	2	7	2	7	3	7		28	7%
o	6	14	3	19	4	25	5	76	20%
p		2	3		5	1	1	12	3%
<b>12-PLAN</b>									
q								0	0%
r		1						1	< 1%
s						2		2	1%
t		1	2	1		6	1	11	3%
u								0	0%
v			1					1	< 1%
w								0	0%
x			1			4		5	1%
y		2	1	1	1	2	1	8	2%
<b>OTHER</b>									
z		4		1	3	7	1	16	4%

\*See Appendix 1, pages 14-15, for complete description

## Advantages and Disadvantages

Survey question 21 (Appendix 1, page 4) asked agencies to indicate the three most significant advantages, *from the management point of view*, of the Patrol work schedule used by the agency. Twelve choices were included in the survey document, as well as "other" in which an agency could indicate a choice not provided. Some agencies indicated fewer than three advantages.

Survey question 22 (Appendix 1, page 5) asked agencies to indicate the three most significant disadvantages, *from the management point of view*, of the Patrol work schedule used by the agency. Thirteen choices were included in the survey document, as well as "other" in which an agency could indicate a choice not provided. Some agencies indicated fewer than three disadvantages.

Groups of schedules making up the 8-hour (A-G), 9-hour (H-L), 10-hour (M-P) and 12-hour (Q-Y) workdays were analyzed to determine the primary advantages and disadvantages reported for each plan. Because responses may represent perceptions only, they should not be considered statistically valid. Significant findings include:

### 8-PLAN

*Advantages:* Of the 529 selections made, the three most commonly reported advantages are:

1. Present schedule closely matches patrol coverage to workload, increasing productivity (119 agencies, 22% of responses)
2. Reduces overtime (94 agencies, 18% of responses)
3. Fixed days off (89 agencies, 17% of responses)

*Disadvantages:* Of the 471 selections made, the three most commonly reported disadvantages are:

1. Lack of consistent supervision (83 agencies, 18% of responses)
2. Less training time (66 agencies, 14% of responses)
3. Lack of report completion and review (63 agencies, 13% of responses)

### 9-PLAN

*Advantages:* Of the 63 selections made, the three most commonly reported advantages are:

1. Present schedule makes Patrol a more desirable assignment (12 agencies, 19% of responses)
2. Improved recruitment and retention (10 agencies, 16% of responses)
3. More days off (10 agencies, 16% of responses)

*Disadvantages:* Of the 56 selections made, the three most commonly reported disadvantages are:

1. Lack of consistent supervision (11 agencies, 20% of responses)
2. Present schedule is mandated through a M.O.U. or contract (8 agencies, 14% of responses)
3. Too many days off (7 agencies, 13% of responses)
4. Present schedule doesn't closely match patrol coverage to workload (7 agencies, 13% of responses)

**10-PLAN**

*Advantages:* Of the 371 selections made, the three most commonly reported advantages are:

1. Improved recruitment and retention (71 agencies, 19% of responses)
2. Present schedule makes patrol a more desirable assignment (63 agencies, 17% of responses)
3. Present schedule closely matches patrol coverage to workload, increasing productivity (62 agencies, 17% of responses)

*Disadvantages:* Of the 304 selections made, the three most commonly reported disadvantages are:

1. Lack of consistent supervision (60 agencies, 20% of responses)
2. Increased overtime (41 agencies, 13% of responses)
3. Lack of report completion and review (37 agencies, 12% of responses)

**12-PLAN**

*Advantages:* Of the 81 selections made, the three most commonly reported advantages are:

1. Reduced overtime (16 agencies, 20% of responses)
2. Improved recruitment and retention (11 agencies, 14% of responses)
3. More days off (9 agencies, 11% of responses)
4. Present schedule makes Patrol a more desirable assignment (9 agencies, 11% of responses)

*Disadvantages:* Of the 57 selections made, the three most commonly reported disadvantages are:

1. Present schedule increases officer fatigue, accidents and injuries (12 agencies, 21% of responses)
2. Inconsistent subpoena service and court appearance of officers (7 agencies, 12% of responses)
3. Lack of report completion and review (7 agencies, 12% of responses)

Table 16 summarizes the three most commonly chosen advantages and disadvantages for each of the studied Patrol work schedules.

**Table 16: Most Commonly Chosen Advantages and Disadvantages**

Schedule a* 8-Hour Workday (5-2) - Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Matches coverage to workload</li> <li>2. Fixed days off</li> <li>3. Supports team policing</li> </ol>	<ol style="list-style-type: none"> <li>1. Less training time</li> <li>2. Increases overtime</li> <li>3. Doesn't match coverage to workload</li> </ol>

\*See Appendix 1, pages 14-15, for complete description

**Table 16: Most Commonly Chosen Advantages and Disadvantages  
(CONTINUED)**

Schedule b* 8-Hour Workday (6-3) - Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Rotating days off</li> <li>2. More training time</li> <li>3. Improves recruitment &amp; retention</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of report completion &amp; review</li> <li>2. Increases overtime</li> <li>3. Lack of consistent supervision</li> </ol>

Schedule c* 8-Hour Workday (5-2/6-3) - Teams	
<i>No responding agencies use this schedule.</i>	

Schedule d* 8-Hour Workday (5-2) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Matches coverage to workload</li> <li>2. Reduces overtime</li> <li>3. Fixed days off</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Less training time</li> <li>3. Lack of report completion &amp; review</li> </ol>

Schedule e* 8-Hour Workday (6-3) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Rotating days off</li> <li>2. Improves recruitment &amp; retention</li> <li>3. Makes Patrol a more desirable assignment</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Doesn't match coverage to workload</li> <li>3. Doesn't support team policing/community programs</li> </ol>

Schedule f* 8-Hour Workday (5-2/6-3) - No Teams	
<i>No responding agencies use this schedule.</i>	

\*See Appendix 1, pages 14-15, for complete description

**Table 16: Most Commonly Chosen Advantages and Disadvantages  
(CONTINUED)**

Schedule g* Other 8-Plan	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Makes Patrol a more desirable assignment</li> <li>2. More training time</li> <li>3. More days off</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Lack of report completion &amp; review</li> <li>3. Doesn't match coverage to workload</li> </ol>

Schedule h* 9-Hour Workday (5-2/4-3 or 5-3/4-2) - Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. More training time</li> <li>2. Improves recruitment &amp; retention</li> <li>3. Makes Patrol a more desirable assignment</li> </ol>	<ol style="list-style-type: none"> <li>1. Too many days off</li> <li>2. Doesn't match coverage to workload</li> <li>3. Other</li> </ol>

Schedule i* 9-Hour Workday (6-3) - Teams	
<i>No responding agencies use this schedule.</i>	

Schedule j* 9-Hour Workday (5-2/4-3 or 5-3/4-2) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. More days off</li> <li>3. More training time</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Mandated through MOU or contract</li> <li>3. Too many days off</li> </ol>

Schedule k* 9-Hour Workday (6-3) - No Teams	
<i>No responding agencies use this schedule.</i>	

\*See Appendix 1, pages 14-15, for complete description

**Table 16: Most Commonly Chosen Advantages and Disadvantages  
(CONTINUED)**

Schedule l* Other 9-Plan	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Makes Patrol a more desirable assignment</li> <li>2. More days off</li> <li>3. Improves recruitment &amp; retention</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Doesn't match coverage to workload</li> <li>3. Increases overtime</li> </ol>

Schedule m* 10-Hour Workday (4-3) - Teams - No Common Workday	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Matches coverage to workload</li> <li>2. Improves recruitment &amp; retention</li> <li>3. Supports team policing</li> </ol>	<ol style="list-style-type: none"> <li>1. Increases overtime</li> <li>2. Mandated through MOU or contract</li> <li>3. Too many days off</li> </ol>

Schedule n* 10-Hour Workday (4-3) - Teams - Common Workday	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Matches coverage to workload</li> <li>2. Improves recruitment &amp; retention</li> <li>3. Makes Patrol a more desirable assignment</li> </ol>	<ol style="list-style-type: none"> <li>1. Increases overtime</li> <li>2. Mandated through MOU or contract</li> <li>3. Lack of report completion &amp; review</li> </ol>

Schedule o* 10-Hour Workday (4-3) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Improves recruitment &amp; retention</li> <li>2. Makes Patrol a more desirable assignment</li> <li>3. Matches coverage to workload</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Increases overtime</li> <li>3. Lack of report completion &amp; review</li> </ol>

Schedule p* Other 10-Plan	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. More training time</li> <li>2. Makes Patrol a more desirable assignment</li> <li>3. Improves recruitment &amp; retention</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of report completion &amp; review</li> <li>2. Doesn't match coverage to workload</li> <li>3. Increases overtime</li> </ol>

\*See Appendix 1, pages 14-15, for complete description

**Table 16: Most Commonly Chosen Advantages and Disadvantages  
(CONTINUED)**

<p>Schedule q*</p> <p><b>12-Hour Workday (3-3) - Teams - Common Workday</b></p> <p><i>No responding agencies use this schedule.</i></p>
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<p>Schedule r*</p> <p><b>12-Hour Workday (3-3) - Teams</b></p>	
<b>ADVANTAGES</b>	<b>DISADVANTAGES</b>
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. More days off</li> <li>3. Matches coverage to workload</li> </ol>	<ol style="list-style-type: none"> <li>1. Inconsistent subpoena service &amp; court appearances</li> <li>2. Increases officer fatigue, accidents &amp; injuries</li> </ol>

<p>Schedule s*</p> <p><b>12-Hour Workday (4-3) - Teams</b></p>	
<b>ADVANTAGES</b>	<b>DISADVANTAGES</b>
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. Reduces sick time</li> <li>3. More training time</li> </ol>	<ol style="list-style-type: none"> <li>1. Too many days off</li> <li>2. Increases officer fatigue, accidents &amp; injuries</li> </ol>

<p>Schedule t*</p> <p><b>12-Hour Workday (3-4) - Teams</b></p>	
<b>ADVANTAGES</b>	<b>DISADVANTAGES</b>
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. Reduces sick time</li> <li>3. Improves recruitment &amp; retention</li> </ol>	<ol style="list-style-type: none"> <li>1. Increases officer fatigue, accidents &amp; injuries</li> <li>2. Lack of report completion &amp; review</li> <li>3. Inconsistent subpoena service &amp; court appearances</li> </ol>

<p>Schedule u*</p> <p><b>12-Hour Workday (3-3) - No Teams - Common Workday</b></p> <p><i>No responding agencies use this schedule.</i></p>
--

\*See Appendix 1, pages 14-15, for complete description

**Table 16: Most Commonly Chosen Advantages and Disadvantages  
(CONTINUED)**

Schedule v* 12-Hour Workday (3-3) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. More training time</li> <li>2. Matches coverage to workload</li> <li>3. Supports other community-oriented programs</li> </ol>	<ol style="list-style-type: none"> <li>1. Too many days off</li> </ol>

Schedule w* 12-Hour Workday (4-3) - No Teams	
<i>No responding agencies use this schedule.</i>	

Schedule x* 12-Hour Workday (3-4) - No Teams	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Improved recruitment &amp; retention</li> <li>2. Makes Patrol a more desirable assignment</li> <li>3. Reduces overtime</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Too many days off</li> <li>3. Inconsistent subpoena service &amp; court appearances</li> </ol>

Schedule y* Other 12-Plan	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. More days off</li> <li>3. Improves recruitment &amp; retention</li> </ol>	<ol style="list-style-type: none"> <li>1. Increases officer fatigue, accidents &amp; injuries</li> <li>2. Other</li> <li>3. Lack of report completion &amp; review</li> </ol>

Schedule z* Other Work Schedule (Hours Worked Per Day Not 8, 9, 10 or 12)	
ADVANTAGES	DISADVANTAGES
<ol style="list-style-type: none"> <li>1. Reduces overtime</li> <li>2. Matches coverage to workload</li> <li>3. Makes Patrol a more desirable assignment</li> </ol>	<ol style="list-style-type: none"> <li>1. Lack of consistent supervision</li> <li>2. Less training time</li> <li>3. Doesn't match coverage to workload</li> </ol>

\*See Appendix 1, pages 14-15, for complete description

**Teams/No Teams**

Tables 17 through 19 depict Patrol line-level workdays (teams/no teams) by agency type, size and location. "Teams" are defined as work schedules wherein the supervisor and line-level officers have the same days off. "No Teams" are defined as work schedules in which the supervisor and the line-level officers have different days off.

Significant findings include:

- 80% of agencies using an 8-, 9- or 10-plan do not use teams.
- 70% of agencies using a 12-plan use teams.
- No significant differences in the percentage of agencies using teams/no teams are reflected by agency type or location.
- 84% of agencies with fewer than 100 employees use teams; 62% of agencies with 100-499 use teams; and 60% of agencies with more than 500 employees use teams.

Table 17, below, depicts Patrol line-level workdays (teams/no teams) by agency type.

**TABLE 17: Workdays (Teams/No Teams) Used by Agency Type**

WORKDAYS TEAMS/ NO TEAMS	AGENCY TYPE						TOTAL	% OF TOTAL*
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
8-HOUR DAYS								
Teams	1	24		4		2	27	7%
No Teams	23	112	1	4	13	10	163	42%
9-HOUR DAYS								
Teams		1					1	< 1%
No Teams		16					16	4%
10-HOUR DAYS								
Teams	7	28			1	1	37	10%
No Teams	8	61		2	3	2	76	20%
12-HOUR DAYS								
Teams	3	11					14	4%
No Teams		5				1	6	2%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

Table 18, below, depicts Patrol line-level workdays (teams/no teams) by agency size.

**TABLE 18: Workdays (Teams/No Teams) Used by Agency Size**

WORKDAYS TEAMS/ NO TEAMS	AGENCY SIZE										TOTAL	* % OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
8-HOUR DAYS												
Teams	11	.5	2	2	2	4				1	27	7%
No Teams	59	40	20	12	14	5	3	4	2	4	163	42%
9-HOUR DAYS												
Teams		1									1	< 1%
No Teams		4	4	1	2	3	1		1		16	4%
10-HOUR DAYS												
Teams	2	1	1	3	11	10	3	1	2	3	37	10%
No Teams	18	12	10	10	16	6	2		1	1	76	20%
12-HOUR DAYS												
Teams	1	6	2		3		2				14	4%
No Teams	1	2		1	2						6	2%

Table 19, below, depicts Patrol line-level workdays (teams/no teams) by agency location.

**TABLE 19: Workdays (Teams/No Teams) Used by Agency Location**

WORKDAYS TEAMS/ NO TEAMS	AGENCY LOCATION							TOTAL	% OF TOTAL*
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
8-HOUR DAYS									
Teams	5	4	2	2	6	4	4	27	7%
No Teams	7	31	17	33	37	24	14	163	42%
9-HOUR DAYS									
Teams			1					1	< 1%
No Teams		3	2	1	1	8	1	16	4%
10-HOUR DAYS									
Teams	2	11	2	10	3	8	1	37	10%
No Teams	6	14	3	19	4	25	5	76	20%
12-HOUR DAYS									
Teams		2	2	1		8	1	14	4%
No Teams			2			4		6	2%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

## Work Schedules Used by Patrol Supervisory Personnel

Survey question 11 (Appendix 1, page 3), asks if Patrol shift supervisors work a different schedule than line-level Patrol officers. Tables 20 through 22 depict (by agency size, type and location) the number and percentage of supervisors working a different or the same schedule as line-level officers.

Significant findings include:

- Most responding agencies (91%) reported that Patrol shift supervisors work the same schedule as line-level Patrol officers.
- Patrol shift supervisors work the same schedule as line-level Patrol officer in 90% of agencies with fewer than 100 employees, 93% of agencies with 100-499 employees, and all agencies with more than 500 employees.
- Patrol shift supervisors work the same schedule as line-level Patrol officer in 100% of agencies located in the North Coast.

Table 20, below, depicts the number and percentage of Patrol shift supervisors working a different or the same schedule as line-level officers by agency type.

**TABLE 20: Patrol Supervisory Work Schedules by Agency Type**

SUPERVISORY WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Officers	2	26		1	1	4	34	9%
Percentage by Type	4%	9%		14%	6%	24%		
Work the <b>SAME</b> Schedule as Officers	46	268	1	6	16	13	350	91%
Percentage by Type	96%	91%	100%	86%	94%	76%		

Table 21, below, depicts the number and percentage of Patrol shift supervisors working a different or the same schedule as line-level officers by agency size.

**TABLE 21: Patrol Supervisory Work Schedules by Agency Size**

SUPERVISORY WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
Work a DIFFERENT Schedule than Officers	14	4	5	3	3	3	1	1			34	9%
Percentage by Size	14%	5%	11%	8%	5%	11%	9%	14%				
Work the SAME Schedule as Officers	87	71	40	34	58	25	10	6	8	11	350	91%
Percentage by Size	86%	95%	89%	92%	95%	89%	91%	86%	100%	100%		

Table 22, below, depicts the number and percentage of Patrol shift supervisors working a different or the same schedule as line-level officers by agency location.

**TABLE 22: Patrol Supervisory Work Schedules by Agency Location**

SUPERVISORY WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
Work a DIFFERENT Schedule than Officers		9	2	7	5	9	2	34	9%
Percentage by Location		12%	6%	10%	8%	10%	7%		
Work the SAME Schedule as Officers	20	66	33	64	56	85	26	350	91%
Percentage by Location	100%	88%	94%	90%	92%	90%	93%		

## Work Schedules Used by Patrol Unit Commanders

Survey question 12 (Appendix 1, page 3) asks if Patrol unit commanders work a different schedule than line-level Patrol officers. Tables 23 through 25 depict (by agency type, size and location) the number and percentage of Patrol unit commanders working a different or the same schedules as line-level officers.

Significant findings include:

- Most responding agencies (65%) reported that Patrol unit commanders work the same schedule as line-level Patrol officers.
- A higher percentage of Patrol unit commanders work the same schedule as line-level Patrol officers in responding State agencies, California State Universities and community colleges than in responding police and sheriffs' departments.
- A higher percentage of Patrol unit commanders work the same schedule as line-level Patrol officers in responding small (1-24) and large (over 1,000) agencies—83% and 91%, respectively—than in any other agency size grouping.
- Overall, Patrol unit commanders work the same schedule as line-level Patrol officers in 68% of agencies with fewer than 100 employees, 55% of agencies with 100-499 employees, and 74% of agencies with more than 500 employees.
- A higher percentage of Patrol unit commanders work the same schedule as line-level Patrol officers in responding North Coast agencies (85%) than in any other location. Agencies in the North reported the lowest percentage (59%).

Table 23, below, depicts the number and percentage of Patrol unit commanders working a different or the same schedule as line-level officers by agency type.

**TABLE 23: Patrol Unit Commander Work Schedules by Agency Type**

UNIT COMMANDER WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Officers	21	102		3	4	4	134	35%
Percentage by Type	44%	35%		43%	24%	24%		
Work the <b>SAME</b> Schedule as Officers	27	192	1	4	13	13	250	65%
Percentage by Type	56%	65%	100%	57%	76%	76%		

Table 24, below, depicts the number and percentage of Patrol unit commanders working a different or the same schedule as line-level officers by agency size.

**TABLE 24: Patrol Unit Commander Work Schedules by Agency Size**

UNIT COMMANDER WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
Work a DIFFERENT Schedule than Officers	17	28	19	17	28	13	5	2	4	1	134	35%
Percentage by Size	17%	37%	42%	46%	46%	46%	45%	29%	50%	9%		
Work the SAME Schedule as Officers	84	47	26	20	33	15	6	5	4	10	250	65%
Percentage by Size	83%	63%	58%	54%	54%	54%	55%	71%	50%	91%		

Table 25, below, depicts the number and percentage of Patrol unit commanders working a different or the same schedule as line-level officers by agency location.

**TABLE 25: Patrol Unit Commander Work Schedules by Agency Location**

UNIT COMMANDER WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH VALLEY	SOUTH INLAND	INLAND		
Work a DIFFERENT Schedule than Officers	3	29	11	29	16	37	9	134	35%
Percentage by Location	15%	39%	31%	41%	26%	39%	32%		
Work the SAME Schedule as Officers	17	46	24	42	45	57	19	250	65%
Percentage by Location	85%	61%	69%	59%	74%	61%	68%		

### Comparison of Work Schedules Used by Line, Supervisory and Unit Commander Patrol Personnel

In reviewing the data concerning line, supervisory and unit commander Patrol personnel, Tables 26 through 28 were developed to graphically compare the ratio of line, supervisory and unit commander personnel working the same work schedule by agency type, size and location.

Significant findings include:

- Traffic shift supervisors, unit commanders and line-level Traffic officers work the same schedule in 64% of responding agencies.
- More unit commanders, supervisors and line-level Patrol officers work the same schedule in police departments (65%) than in sheriffs' departments (56%).
- A higher overall percentage of supervisors and unit commanders work the same schedule as line-level Patrol officers in agencies with fewer than 50 employees and agencies with more than 1,000 employees (83% each) than in any other agency size (average 57%).
- A higher percentage of North Coast agencies assign supervisors and unit commanders to the same schedule as line-level Patrol officers than agencies in any other location. North agencies assign the lowest percentage (58%).

Table 26, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander Patrol personnel work the same schedule by agency type.

**TABLE 26: Comparison of Line, Supervisory and Unit Commander Patrol Personnel Working the Same Schedule by Agency Type**

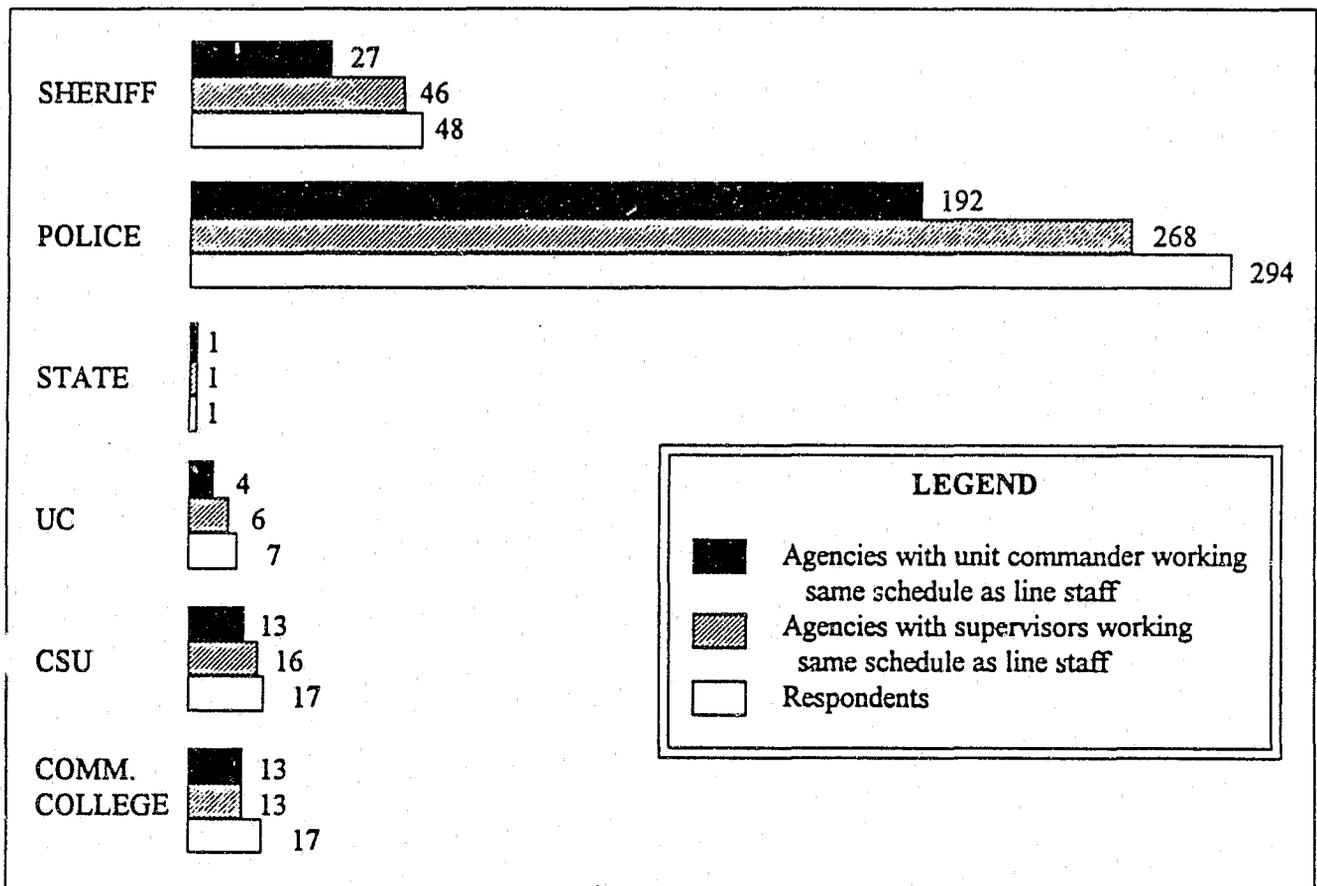


Table 27, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency size.

**TABLE 27: Comparison of Line, Supervisory and Unit Commander Patrol Personnel Working the Same Schedule by Agency Size**

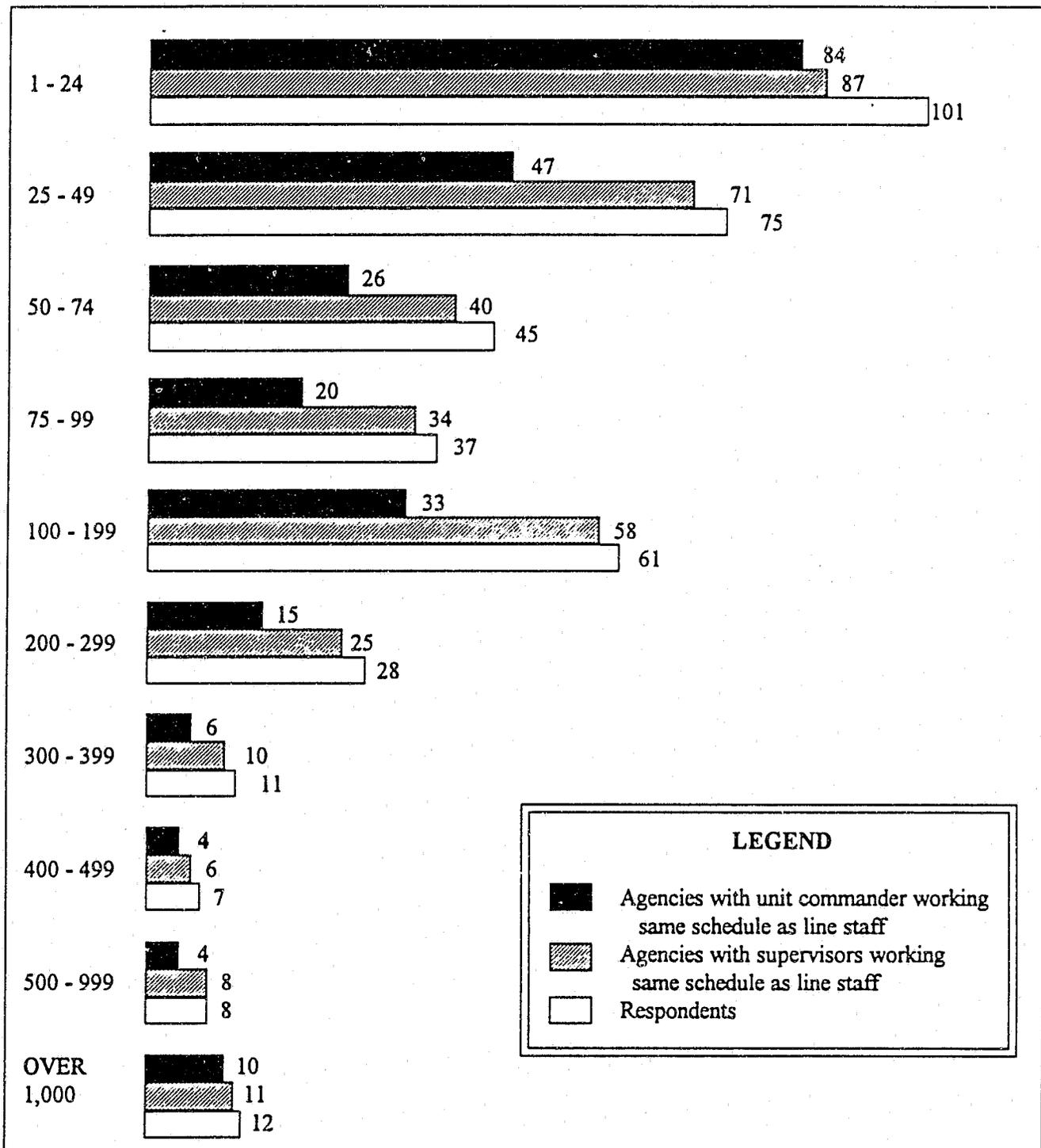
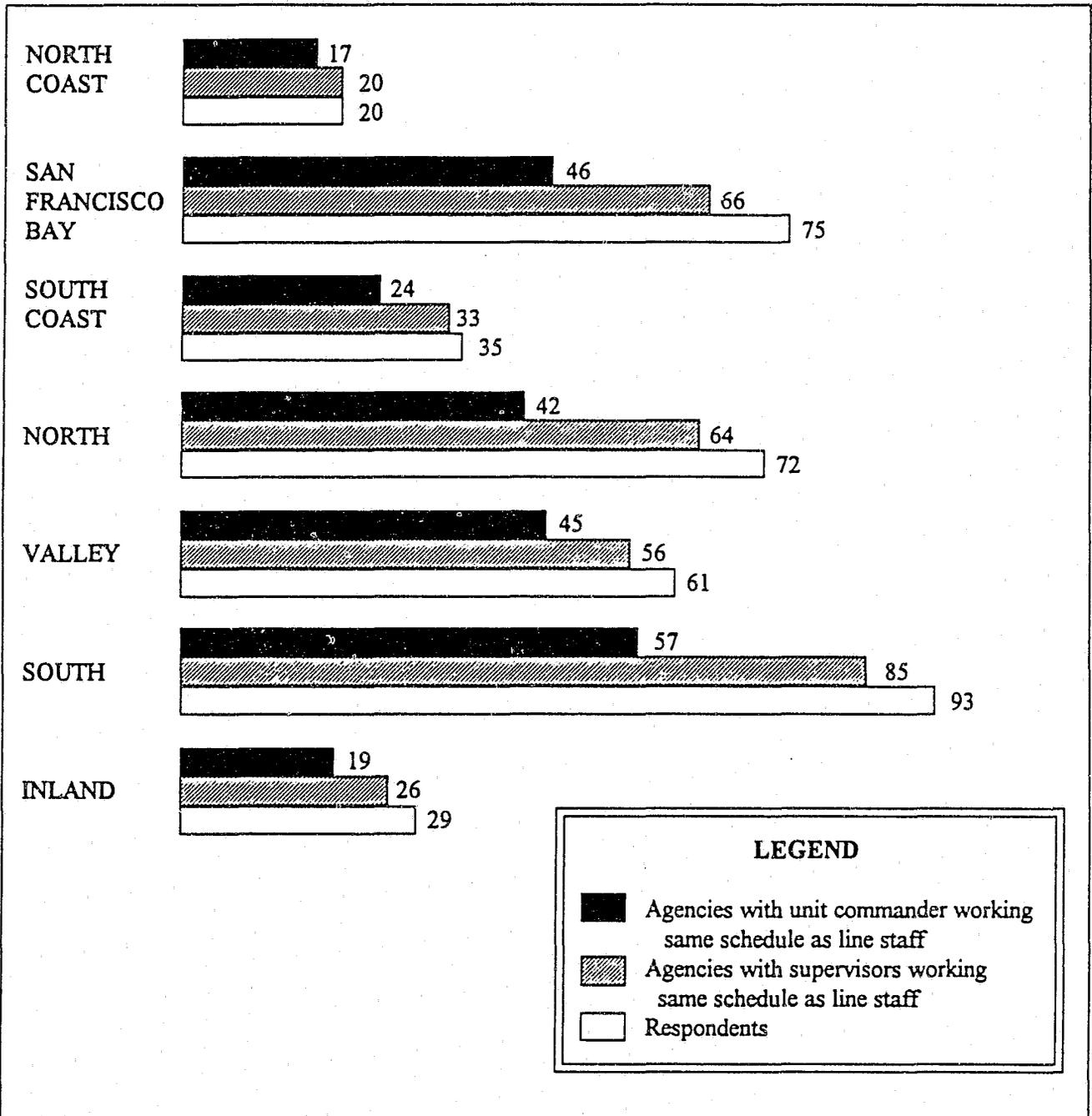


Table 28, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency location.

**TABLE 28: Comparison of Line, Supervisory and Unit Commander Patrol Personnel Working the Same Schedule by Agency Location**



**Patrol Units' Shift Rotation Practices**

Survey question 10 (Appendix 1, page 3), deals with the Patrol unit's shift rotation practices, including:

- Do Patrol unit officers rotate?
- How often do officers rotate?

Table 29 presents a summary of Patrol units' rotation practices, including the total number of responding agencies, the percentage that rotate, and the sub-percentages on how often rotation occurs. Tables 30 through 32 depict the same data by agency type, size and location.

Significant findings include:

- Patrol unit officers rotate in 90% of responding agencies.
- A 6-month rotation was the most common rotation reported (33%).
- A quarterly rotation is the primary choice of sheriffs' departments, UCs and community colleges.
- A 6-month rotation is the primary choice of police departments and CSUs.
- Agencies with fewer than 50 employees primarily use a quarterly rotation. Most agencies with 50 or more employees use a 6-month rotation.
- Agencies in the South Coast, North, Valley and Inland primarily use a quarterly rotation. Agencies in the North Coast, San Francisco Bay and South primarily use a 6-month rotation.
- Of all "other" rotations reported, no one answer was common to most respondents.

Table 29, below, presents a summary of Patrol units' rotation practices.

**Table 29: Summary of Patrol Units' Rotation Practices**

TOTAL RESP. AGENCIES	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
			WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
384	345	90%	< 1%	1%	2%	30%	22%	33%	5%	6%

Table 30, below, presents Patrol units' rotation practices by agency type.

**Table 30: Patrol Units' Rotation Practices by Agency Type**

AGNCY. TYPE	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
Sheriff	48	38	79%		5%	5%	32%	16%	24%	5%	13%
Police	294	272	93%	1%	1%	2%	29%	25%	32%	5%	5%
State	1	1	100%								100%
UC	7	7	100%				57%	14%	29%		
CSU	17	11	65%					9%	73%	18%	
Comm. Coll.	17	16	94%				50%	6%	38%		6%

Table 31, below, presents Patrol units' rotation practices by agency size.

**Table 31: Patrol Units' Rotation Practices by Agency Size**

AGNCY. SIZE	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
1-24	101	88	87%	1%	1%	3%	31%	27%	28%	3%	5%
25-49	75	70	93%		1%	1%	40%	26%	24%	3%	4%
50-74	45	44	98%		4%	4%	30%	16%	39%		7%
75-99	37	33	89%				30%	21%	42%		6%
100-199	61	58	95%				26%	17%	45%	7%	5%
200-299	28	25	89%				16%	28%	32%	12%	12%
300-399	11	10	91%				20%	30%	20%	30%	
400-499	6	5	83%			20%	40%				40%
500-999	8	6	75%		17%		17%		33%	33%	
Over 1,000	12	6	50%					17%	33%	17%	33%

Table 32, below, presents Patrol units' rotation practices by agency location.

**Table 32: Patrol Units' Rotation Practices by Agency Location**

AGNCY. LOC.	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
North Coast	20	18	90%				28%	22%	44%	6%	
S.F. Bay	75	66	88%				17%	24%	42%	12%	5%
South Coast	35	29	83%			3%	34%	31%	28%		3%
North Valley	93	64	69%	1%	1%	5%	31%	22%	22%	5%	13%
South Valley	72	56	78%		2%		43%	18%	30%		7%
South Inland	93	86	92%		2%	3%	28%	22%	38%	3%	2%
Inland	29	26	90%		4%		31%	19%	19%	12%	15%

### **Primary Factors that Resulted in Change to Current Patrol Unit Work Schedule**

Survey question 15 (Appendix 1, page 3), asks respondents to indicate the primary factor that resulted in the Patrol unit's *change* from a previous work schedule to their present schedule. Five choices, an additional "fill-in" response, and a "not applicable" designation comprised the possible selections.

Significant findings include:

- 64 respondents (17%) indicated that a workload study precipitated their schedule change.
- 45 respondents (12%) indicated that the schedule change was due to contract negotiations.
- 40 respondents (10%) indicated that the schedule change was the decision of the chief/sheriff.
- 35 respondents (9%) indicated that the change was made to make Patrol a more desirable assignment.
- 21 respondents (5%) indicated that the change was made to improve recruitment and retention.
- 32 respondents (8%) indicated a choice other than the five choices offered.
- 147 respondents (38%) selected "not applicable" as they have never used a schedule other than the one they are presently using or the reason for change is unknown.

### **Other Factors Considered in Choosing Patrol Unit Work Schedule**

Survey questions 16 through 20 (Appendix 1, page 4) asked a variety of questions regarding the choice of the Patrol unit work schedule.

Significant findings include:

- 270 respondents (70%) conducted a workload study prior to adopting the present schedule.
- 53 respondents (14%) reported that the Fair Labor Standards Act affected their decision to use the present schedule.
- 66 respondents (17%) reported that the present schedule helps to satisfy, in part, air quality control requirements.
- 183 respondents (48%) reported that the present schedule is specified in an M.O.U. or contract.
- 76 respondents (20%) reported that minimum staffing is specified in an M.O.U. or contract.

**TRAFFIC**

# ANALYSIS OF TRAFFIC UNIT RESPONSES

## Introduction

The Work Schedule Survey's second area of inquiry was Traffic units' work schedules. Pages 6-7 of the survey instrument (Appendix 1) depict the questions asked.

## Significant Findings

Overall significant findings include:

- No California State Universities or community colleges maintain separate Traffic units.
- Police departments assign a higher overall percentage of their sworn personnel to Traffic (7% of sworn, 5% of total staff) than do sheriffs' departments (6% of sworn, 4% of total staff).
- There is no direct correlation between the percentage of sworn personnel assigned to Traffic and agency size.
- 43% of responding agencies use an 8-plan; 11% use a 9-plan; 40% use a 10-plan; and 1% use a 12-plan.
- 33% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "d")
- 32% of responding agencies use a 10-hour workday, 4-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "o")
- Police departments are almost equally divided between the use of an 8-plan (42%) and a 10-plan (42%).
- 57% of sheriff's departments use an 8-plan.
- 80% of agencies using an 8-, 9-, 10- or 12-plan do not use teams.
- 67% of sheriffs' departments and 80% of police departments do not use teams.
- Generally, as agency size increases, the use of teams increases.
- Most responding agencies (75%) reported that Traffic shift supervisors work the same schedule as line-level Traffic officers.
- Traffic shift supervisors and unit commanders work the same schedule as line-level Traffic officers in 74% of responding agencies.
- Traffic officers rotate shifts in 74% of responding agencies.
- The most common frequency of shift rotation is almost evenly divided between quarterly (24%), every 6 months (23%), and "other" (25%) ("As needed" was the most commonly reported "other" rotation.)
- 143 respondents (82%) conducted a workload study prior to adopting the present schedule.

## Traffic Unit Staffing

Tables 33 through 35 summarize total *sworn* personnel assigned to Traffic and the average percentage of personnel assigned to Traffic by agency type, size and location.

Significant findings include:

- Police departments assign a higher overall percentage of their sworn personnel to Traffic (7% of sworn, 5% of total staff) than do sheriffs' departments (6% of sworn, 4% of total staff).
- There is no direct correlation between the percentage of sworn personnel assigned to Traffic and agency size.
- Respondents with 1-24 or 300-399 personnel assign the highest overall percentage of their sworn personnel to Traffic (9% of sworn, 6% of total staff).
- Respondents with 400-499 personnel assign the lowest overall percentage of their sworn personnel to Traffic (4% of sworn, 3% of total staff).
- Respondents in the North Coast assign the highest overall percentage of their sworn personnel to Traffic (10% of sworn, 7% of total staff).
- Respondents in the Inland area assign the lowest overall percentage of their sworn personnel to Traffic (5% of sworn, 3% of total staff).

Table 33, below, summarizes returned responses for agencies with Traffic units by agency type.

**TABLE 33: Staffing for Agencies With Traffic Units by Agency Type**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH TRAFFIC UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO TRAFFIC
Sheriff	7	494	6%	4%
Police	166	1,459	7%	5%
State	1	6,394	100%	69%
UC	1	1	3%	1%
CSU	0	0	0%	0%
College	0	0	0%	0%
<b>TOTAL</b>	<b>175</b>	<b>8,348</b>		

Table 34, below, summarizes returned responses for agencies with Traffic units by agency size.

**TABLE 34: Staffing for Agencies With Traffic Units by Agency Size**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH TRAFFIC UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO TRAFFIC
1 - 24	3	4	9%	6%
25 - 49	20	39	7%	5%
50 - 74	29	87	7%	5%
75 - 99	25	99	7%	5%
100 - 199	52	384	8%	5%
200 - 299	22	236	7%	4%
300 - 399	7	134	9%	6%
400 - 499	3	34	4%	3%
500 - 999	4	122	7%	4%
Over 1,000	10	7,209	*	**
<b>TOTAL</b>	<b>175</b>	<b>8,348</b>		

\*The California Highway Patrol reported 100% of its sworn personnel are assigned to the Traffic function. The remaining agencies with over 1,000 personnel assign an average of 6% of their sworn personnel to Traffic.

\*\*The California Highway Patrol assigns 69% of its personnel (sworn and nonsworn) assigned to Traffic. The remaining agencies with over 1,000 personnel assign an average of 4% of their personnel to Traffic.

Table 35, below, summarizes returned responses for agencies with Traffic units by agency location.

**TABLE 35: Staffing for Agencies With Traffic Units by Agency Location**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH TRAFFIC UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO TRAFFIC	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO TRAFFIC
North Coast	2	20	10%	7%
S.F. Bay	43	385	6%	4%
South Coast	12	46	6%	4%
North Valley	22	6,517	*	**
South Valley	13	113	7%	4%
South Inland	65	1,067	8%	5%
Inland	18	200	5%	3%
<b>TOTAL</b>	<b>175</b>	<b>8,348</b>		

\*The California Highway Patrol reported 100% of its sworn personnel are assigned to the Traffic function. The remaining North agencies assign an average of 7% of their sworn personnel to Traffic.

\*\*The California Highway Patrol assigns 69% of its personnel (sworn and nonsworn) to Traffic. The remaining North agencies assign an average of 5% of their personnel to Traffic.

## **Type of Work Schedules Used by Line-Level Officers**

Responding agencies were asked to indicate the work schedules used by their agencies by line-level officers, supervisors and commanding officers. Appendix 4 depicts the Traffic work schedules used by line officers in responding agencies. Appendix 5 depicts the Traffic work schedules used by line officers in responding agencies by agency size and location.

Tables 36 through 38 depict the number of responding agencies whose line Traffic officers work each of the suggested schedules by agency type, size and location.

Significant findings include:

- 43% of responding agencies use an 8-plan.
- 11% of responding agencies use a 9-plan.
- 40% of responding agencies use a 10-plan.
- 1% of responding agencies use a 12-plan.
- 5% of responding agencies use a schedule other than an 8-, 9-, 10- or 12-plan.
- 33% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "d")
- 32% of responding agencies use a 10-hour workday, 4-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "o")
- Police departments are almost equally divided between the use of an 8-plan (42%) or a 10-plan (42%).
- 57% of sheriffs' departments use an 8-plan.
- 47% of agencies with fewer than 100 employees use an 8-plan; 34% use a 10-plan.
- 36% of agencies with 100-499 employees use an 8-plan; 52% use a 10-plan.
- 65% of agencies with 500 or more employees use an 8-plan; 12% use a 10-plan.
- 8-plans are used by at least 50% of agencies in the North Coast, South Coast, Valley and Inland areas.
- 10-plans are used by at least 50% of agencies in the North and San Francisco Bay areas.
- Agencies in the North Coast, South Coast, Valley and South areas are more likely than agencies in other areas to use a schedule other than an 8-plan or 10-plan.

Table 36, below, depicts the Traffic work schedules used by agency type.

**TABLE 36: Traffic Work Schedules Used by Agency Type**

WORK SCHEDULE DESCRIPTION*	AGENCY TYPE							% OF TOTAL
	SHERIFF	POLICE	STATE	U.C.	C.S.U.	COMM. COLLEGE	TOTAL	
<b>8-PLAN</b>								
a		18					18	10%
b							0	0%
c		1					1	< 1%
d	4	49		1			54	31%
e		2					2	1%
f							0	0%
g			1				1	< 1%
<b>9-PLAN</b>								
h		2					2	1%
i							0	0%
j		16					16	9%
k		1					1	< 1%
l							0	0%
<b>10-PLAN</b>								
m		6					6	3%
n	1	5					6	3%
o		53					53	30%
p		5					5	3%
<b>12-PLAN</b>								
q							0	0%
r							0	0%
s							0	0%
t	1						1	< 1%
u							0	0%
v							0	0%
w							0	0%
x		1					1	< 1%
y							0	0%
<b>OTHER</b>								
z	1	7					8	5%

\*See Appendix 1, pages 14-15, for complete description

Table 37, below, depicts the Traffic work schedules used by agency type.

**TABLE 37: Traffic Work Schedules Used by Agency Size**

WORK SCHEDULE DESCRIPTION*	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
<b>8-PLAN</b>												
a	1		1	2	5	2		1	4	2	18	10%
b											0	0%
c										1	1	< 1%
d	1	12	12	5	13	4	3	1		3	54	31%
e		1		1							2	1%
f											0	0%
g										1	1	< 1%
<b>9-PLAN</b>												
h					1	1					2	1%
i											0	0%
j		2	5	3	2	4					16	9%
k						1					1	< 1%
l											0	0%
<b>10-PLAN</b>												
m				1	2	2	1				6	3%
n					2	1					6	3%
o	1	5	8	10	23	6		1		2	53	30%
p			1		3		1				5	3%
<b>12-PLAN</b>												
q											0	0%
r											0	0%
s											0	0%
t							1				1	< 1%
u											0	0%
v											0	0%
w											0	0%
x				1							1	< 1%
y											0	0%
<b>OTHER</b>												
z			2	2	1	1	1			1	8	5%

\*See Appendix 1, pages 14-15, for complete description

Table 38, below, depicts the Traffic work schedules used by agency location.

**TABLE 38: Traffic Work Schedules Used by Agency Location**

WORK SCHEDULE DESCRIPT.*	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
<b>8-PLAN</b>									
a	1	2	2	1	2	6	4	18	10%
b								0	0%
c		1						1	< 1%
d		13	5	7	5	16	8	54	31%
e				1	1			2	1%
f								0	0%
g				1				1	< 1%
<b>9-PLAN</b>									
h		1				1		2	1%
i								0	0%
j		3	1		1	10	1	16	9%
k					1			1	< 1%
l								0	0%
<b>10-PLAN</b>									
m		1		3		2		6	3%
n		2		2		1	1	6	3%
o		17	1	6	1	25	3	53	30%
p		2	1			2		5	3%
<b>12-PLAN</b>									
q								0	0%
r								0	0%
s								0	0%
t			1					1	< 1%
u								0	0%
v								0	0%
w								0	0%
x			1					1	< 1%
y								0	0%
<b>OTHER</b>									
z	1	1		1	2	2	1	8	5%

\*See Appendix 1, pages 14-15, for complete description

## Teams/No Teams

Tables 39 through 41 depict Traffic line-level workdays (teams/no teams) by agency type, size and location. "Teams" are defined as work schedules wherein the supervisor and line-level officers have the same days off. "No Teams" are defined as work schedules in which the supervisor and the line-level officers have different days off.

Significant findings include:

- 80% of agencies using an 8-, 9-, 10- or 12-plan do not use teams.
- 67% of sheriffs' departments and 80% of police departments do not use teams.
- Generally, as agency size increases, the use of teams increases.
- Similarities were noted between the following agency locations: 71% of North and Inland agencies do not use teams; 82%, 83%, and 84% (respectively) of agencies in the Valley, San Francisco Bay and South do not use teams.

Table 39, below, depicts Traffic line-level workdays (teams/no teams) by agency type.

**TABLE 39: Workdays (Teams/No Teams) Used by Agency Type**

WORKDAYS TEAMS/ NO TEAMS	AGENCY TYPE						TOTAL	% OF TOTAL*
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
8-HOUR DAYS								
Teams		19					19	11%
No Teams	4	51	1	1			57	33%
9-HOUR DAYS								
Teams		2					2	1%
No Teams		17					17	10%
10-HOUR DAYS								
Teams	1	11					12	7%
No Teams		58					58	33%
12-HOUR DAYS								
Teams	1						1	< 1%
No Teams		1					1	< 1%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

Table 40, below, depicts Traffic line-level workdays (teams/no teams) by agency size.

**TABLE 40: Workdays (Teams/No Teams) Used by Agency Size**

WORKDAYS TEAMS/ NO TEAMS	AGENCY SIZE										TOTAL	* % OF TOTAL	
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000			
8-HOUR DAYS													
Teams	1		1	2	5	2		1	4	3	19	11%	
No Teams	1	13	12	6	13	4	3	1		4	57	33%	
9-HOUR DAYS													
Teams					1	1					2	1%	
No Teams		2	5	3	2	5					17	10%	
10-HOUR DAYS													
Teams				1	4	3	1	1		2	12	7%	
No Teams	1	5	9	10	26	6	1				58	33%	
12-HOUR DAYS													
Teams							1				1	< 1%	
No Teams				1							1	< 1%	

Table 41, below, depicts Traffic line-level workdays (teams/no teams) by agency location.

**TABLE 41: Workdays (Teams/No Teams) Used by Agency Location**

WORKDAYS TEAMS/ NO TEAMS	AGENCY LOCATION							TOTAL	% OF TOTAL*
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH VALLEY	SOUTH INLAND	INLAND		
8-HOUR DAYS									
Teams	1	3	2	1	2	6	4	19	11%
No Teams		13	5	9	6	16	8	57	33%
9-HOUR DAYS									
Teams		1				1		2	1%
No Teams		3	1		2	10	1	17	10%
10-HOUR DAYS									
Teams		3		5		3	1	12	7%
No Teams		19	2	6	1	27	3	58	33%
12-HOUR DAYS									
Teams				1				1	< 1%
No Teams				1				1	< 1%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

## Work Schedules Used by Traffic Supervisory Personnel

Survey question 28 (Appendix 1, page 7), asks if Traffic shift supervisors work a different schedule than line-level Traffic officers. Tables 42 through 44 depict (by agency size, type and location) the number and percentage of supervisors working a different or the same schedule as line-level officers.

Significant findings include:

- Most responding agencies (75%) reported that Traffic shift supervisors work the same schedule as line-level Traffic officers.
- Traffic shift supervisors work the same schedule as line-level Traffic officers in a higher percentage of sheriffs' departments (86%) than police departments (75%).
- Traffic shift supervisors work the same schedule as line-level Traffic officers in 70% of agencies with fewer than 100 employees, 76% of agencies with 100-499 employees, and all agencies with 500 or employees.
- Inland agencies reported the highest percentage (94%) of Traffic supervisors and line-level officers working the same schedule; North Coast and San Francisco Bay agencies reported the lowest percentage (50%-60%).

Table 42, below, depicts the number and percentage of supervisors working a different or the same schedule as line-level officers by agency type.

**TABLE 42: Traffic Supervisory Work Schedules by Agency Type**

SUPERVISORY WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Officers	1	42					43	25%
Percentage by Type	14%	25%						
Work the <b>SAME</b> Schedule as Officers	6	124	1	1			132	75%
Percentage by Type	86%	75%	100%	100%				

Table 43, below, depicts the number and percentage of supervisors working a different or the same schedule as line-level officers by agency size.

**TABLE 43: Traffic Supervisory Work Schedules by Agency Size**

SUPERVISORY WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
Work a <b>DIFFERENT</b> Schedule than Officers		6	8	9	13	6		1			43	25%
Percentage by Size		30%	28%	36%	25%	27%		33%				
Work the <b>SAME</b> Schedule as Officers	3	14	21	16	39	16	7	2	4	10	132	75%
Percentage by Size	100%	70%	72%	64%	75%	73%	100%	67%	100%	100%		

Table 44, below, depicts the number and percentage of supervisors working a different or the same schedule as line-level officers by agency location.

**TABLE 44: Traffic Supervisory Work Schedules by Agency Location**

SUPERVISORY WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH VALLEY	INLAND			
Work a <b>DIFFERENT</b> Schedule than Officers	1	17	2	5	3	14	1	43	25%
Percentage by Location	50%	40%	17%	23%	23%	21%	6%		
Work the <b>SAME</b> Schedule as Officers	1	26	10	17	10	52	16	132	75%
Percentage by Location	50%	60%	83%	77%	77%	79%	94%		

## Work Schedules Used by Traffic Unit Commanders

Survey question 29 (Appendix 1, page 7) asks if Traffic unit commanders work a different schedule than line-level Traffic officers. Tables 45 through 47 depict (by agency type, size and location) the number and percentage of Traffic unit commanders working a different or the same schedule as line-level officers.

Significant findings include:

- Most responding agencies (74%) reported that Traffic unit commanders work the same schedule as line-level Traffic officers.
- Traffic unit commanders work the same schedule as line-level Traffic officers in a slightly higher percentage of police departments (73%) than sheriffs' departments (71%).
- Traffic unit commanders work the same schedule as line-level Traffic officers in 81% of agencies with fewer than 100 employees, 67% in agencies with 100-399 employees, and 76% of agencies with 400 or more employees.
- South Coast, Valley and Inland agencies reported the highest percentages (82%-100%) of Traffic unit commanders and line-level officers working the same schedule; North, San Francisco Bay and South agencies reported the lowest percentages (59%-73%).

Table 45, below, depicts the number and percentage of Patrol unit commanders working a different or the same schedule as line-level officers by agency type.

**TABLE 45: Traffic Unit Commander Work Schedules by Agency Type**

UNIT COMMANDER WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Officers	2	44					46	26%
Percentage by Type	29%	27%						
Work the <b>SAME</b> Schedule as Officers	5	122	1	1			129	74%
Percentage by Type	71%	73%	100%	100%				

Table 46, below, depicts the number and percentage of Traffic unit commanders working a different or the same schedule as line-level officers by agency size.

**TABLE 46: Traffic Unit Commander Work Schedules by Agency Size**

UNIT COMMANDER WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
Work a <b>DIFFERENT</b> Schedule than Officers		5	4	6	21	5	1	2	2		46	26%
Percentage by Size		25%	14%	24%	40%	23%	14%	67%	50%			
Work the <b>SAME</b> Schedule as Officers	3	15	25	19	31	17	6	1	2	10	129	74%
Percentage by Size	100%	75%	86%	76%	60%	77%	86%	33%	50%	100%		

Table 47, below, depicts the number and percentage of Traffic unit commanders working a different or the same schedule as line-level officers by agency location.

**TABLE 47: Traffic Unit Commander Work Schedules by Agency Location**

UNIT COMMANDER WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
Work a <b>DIFFERENT</b> Schedule than Officers	1	14		9	1	18	3	46	26%
Percentage by Location	50%	33%		41%	8%	27%	18%		
Work the <b>SAME</b> Schedule as Officers	1	29	12	13	12	48	14	129	74%
Percentage by Location	50%	67%	100%	59%	92%	73%	82%		

### Comparison of Work Schedules Used by Line, Supervisory and Unit Commander Traffic Personnel

In reviewing the data concerning line, supervisory and unit commander Traffic personnel, Tables 48 through 50 were developed to graphically compare the ratio of line, supervisory and unit commander personnel working the same work schedule by agency type, size and location.

Significant findings include:

- Traffic shift supervisors and unit commanders work the same schedule as line-level Traffic officers in 74% of responding agencies.
- Traffic shift supervisors and unit commanders work the same schedule as line-level Traffic officers in a slightly higher percentage of police departments (73%) than sheriffs' departments (71%).
- Traffic shift supervisors, unit commanders and line-level officers work the same schedule in 70% of agencies with fewer than 100 employees, 64% of agencies with 100-499 employees, and 86% of agencies with 500 or more employees.
- Traffic shift supervisors, unit commanders and line-level officers work the same schedule more frequently in agencies located in the South Coast, Valley and Inland areas (average 79%), than in agencies in the North, South, North Coast and San Francisco Bay areas (average 61%).

Table 48, below, depicts a comparison of the number of agencies whose line, supervisory and command-level personnel work the same schedule by agency type.

**TABLE 48: Comparison of Line, Supervisory and Unit Commander Traffic Personnel Working the Same Schedule by Agency Type**

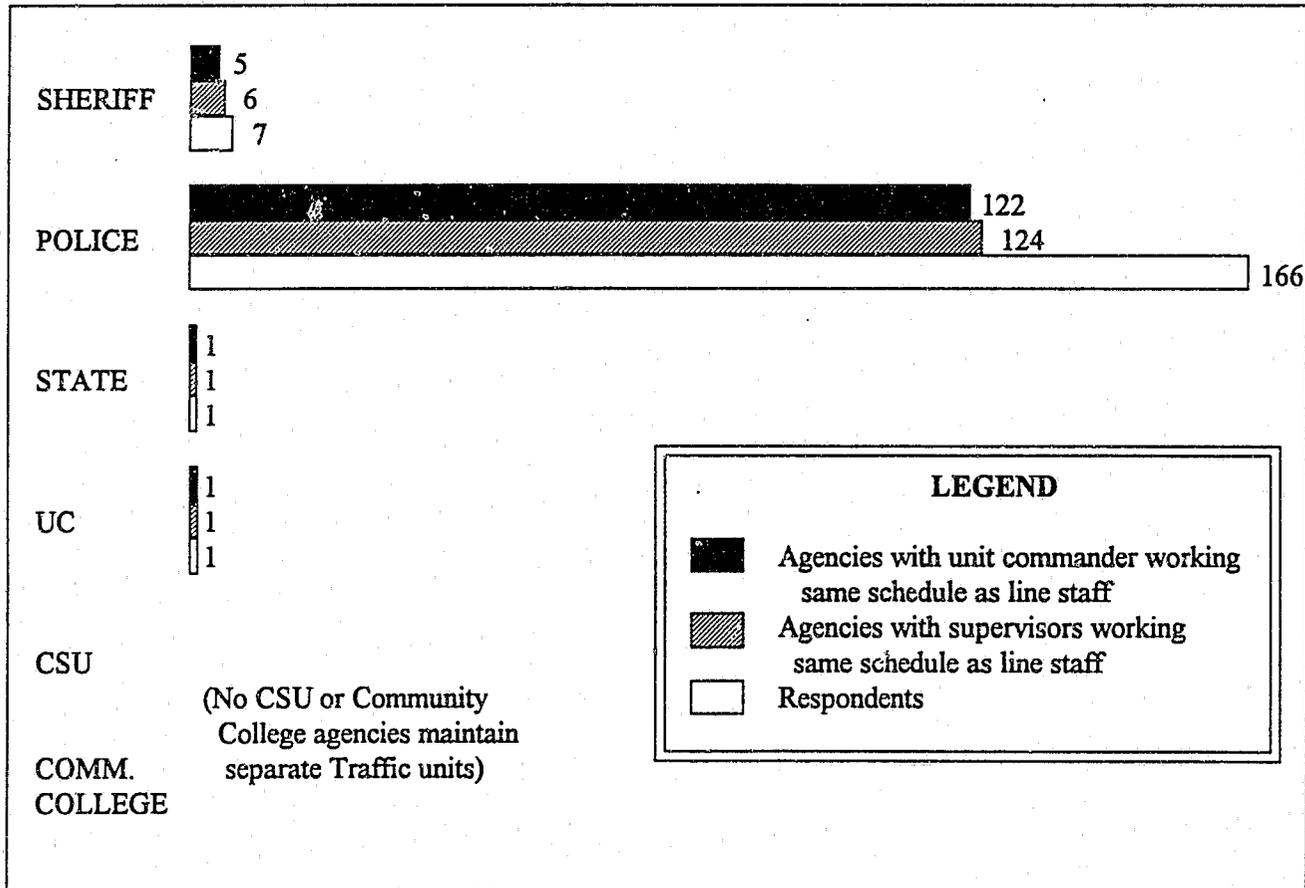


Table 49, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency size.

**TABLE 49: Comparison of Line, Supervisory and Unit Commander Traffic Personnel Working the Same Schedule by Agency Size**

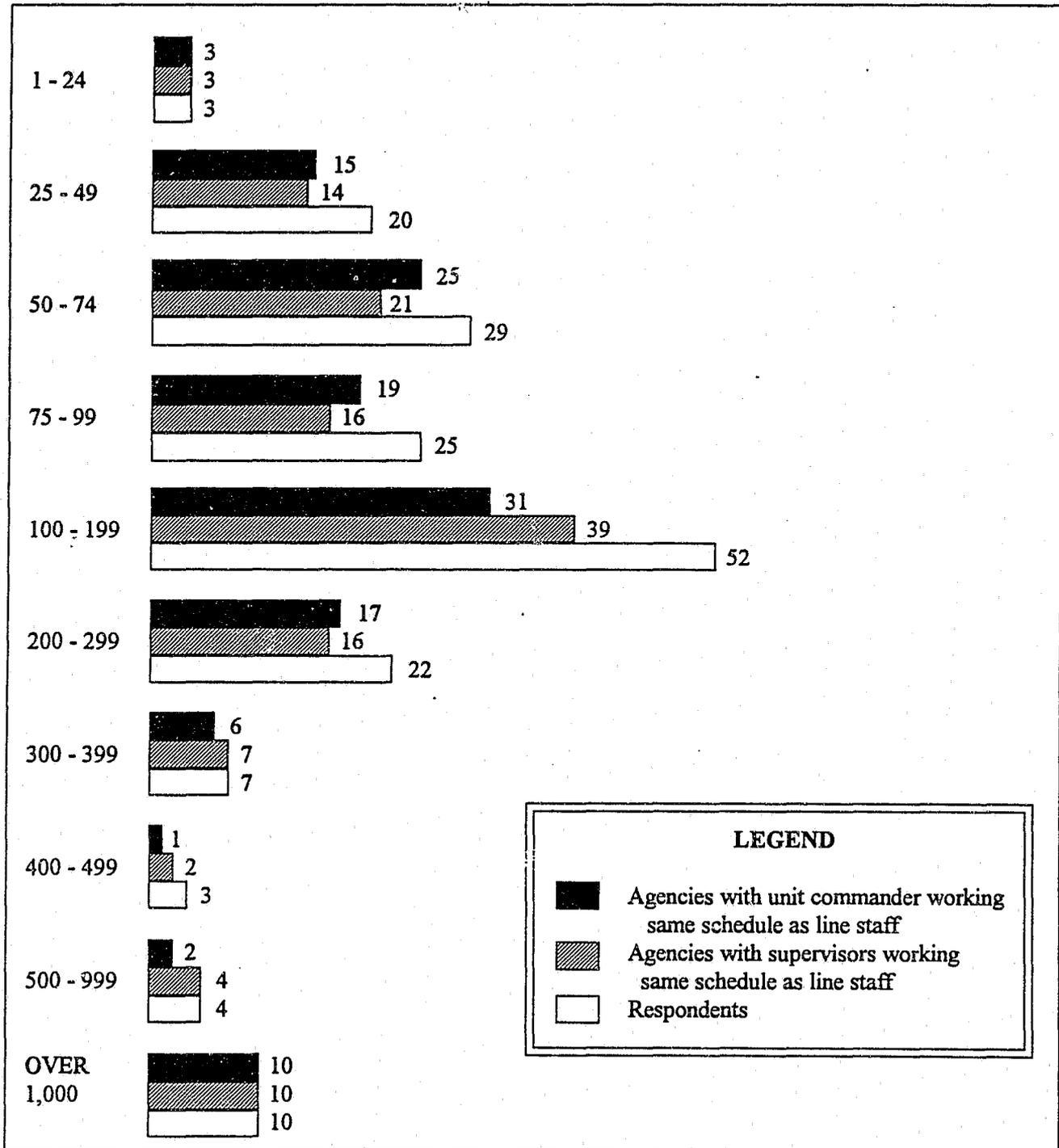
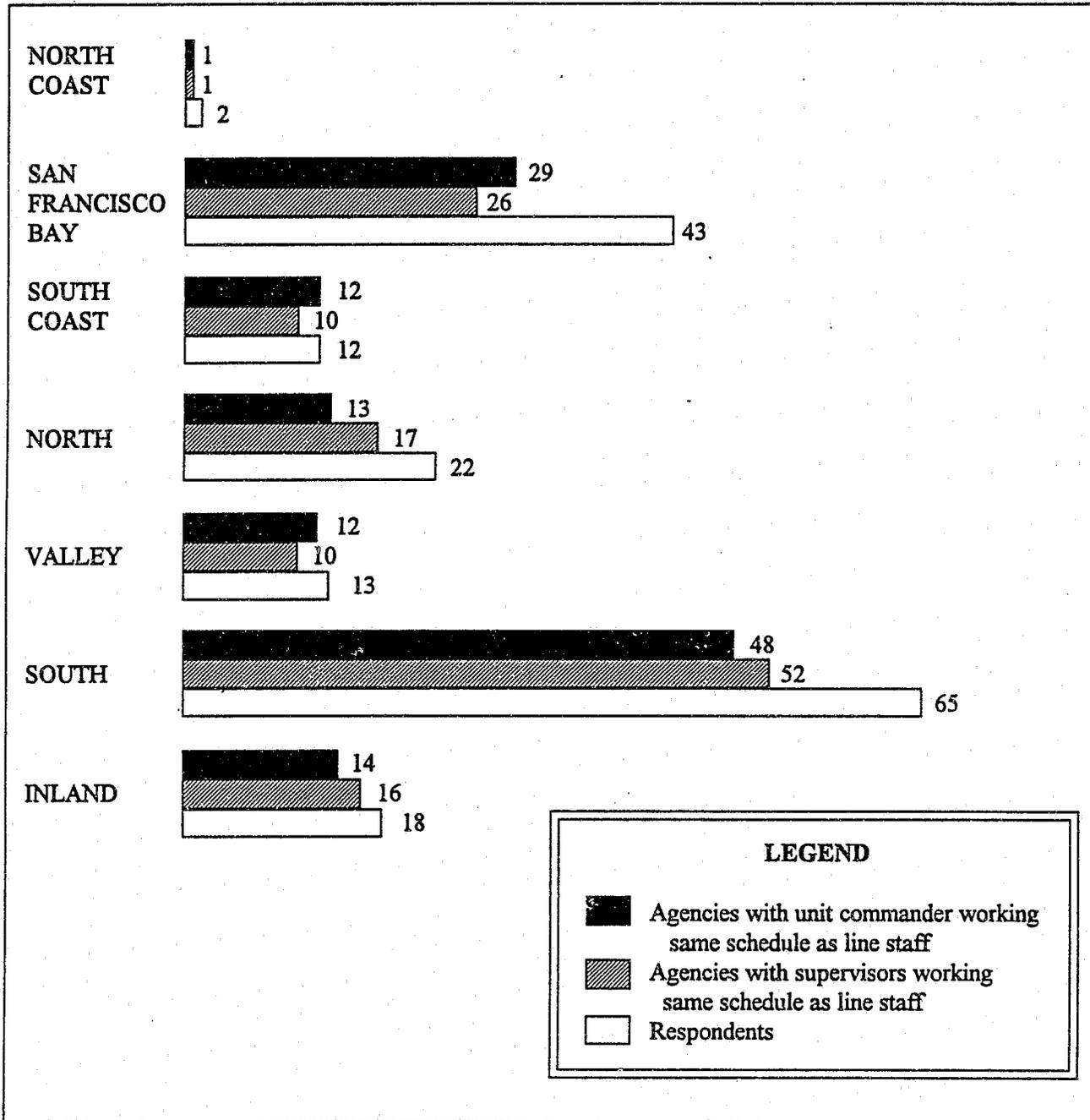


Table 50, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency location.

**TABLE 50: Comparison of Line, Supervisory and Unit Commander Traffic Personnel Working the Same Schedule by Agency Location**



## Traffic Units' Shift Rotation Practices

Survey question 27 (Appendix 1, page 6), deals with the Traffic unit's shift rotation practices, including:

- Do the Traffic unit officers rotate?
- How often do officers rotate?

Table 51 presents a summary of Traffic units' rotation practices, including the total number of responding agencies, the percentage that rotate, and the sub-percentages on how often rotation occurs. Tables 52 through 54 depict the same data by agency type, size and location.

Significant findings include:

- Traffic unit officers rotate in 74% of responding agencies.
- The most common frequency of rotation is almost evenly divided between quarterly (24%), every 6 months (23%), and "other" (25%) ("As needed" was the most commonly reported "other" rotation.)
- Sheriffs' departments most frequently use an "other" rotation (60%), while police departments are almost evenly split between quarterly, every 6 months, and "other" (24%, 24%, 23%, respectively).
- Traffic unit officers rotate in 73% of agencies with fewer than 100 employees, 76% of agencies with 100-499 employees, and 71% of agencies with 500 or more employees.

Table 51, below, presents a summary of Traffic units' rotation practices.

**Table 51: Summary of Traffic Units' Rotation Practices**

TOTAL RESP. AGENCIES	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
			WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
175	130	74%	1%	3%	2%	24%	15%	23%	6%	25%

Table 52, below, presents Traffic units' rotation practices by agency type.

**Table 52: Traffic Units' Rotation Practices by Agency Type**

AGENCY TYPE	TOTAL RESP. AGNC'S	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
Sheriff	7	5	71%			20%	20%				60%
Police	166	124	75%	1%	3%	2%	24%	16%	24%	6%	23%
State	1	1	100%								100%
UC	1	0	0%								
CSU	0	0	0%								
Comm. Coll.	0	0	0%								

Table 53, below, presents Traffic units' rotation practices by agency size.

**Table 53: Traffic Units' Rotation Practices by Agency Size**

AGENCY SIZE	TOTAL RESP. AGNC'S	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
1-24	3	2	67%					50%	50%		
25-49	20	14	70%				21%	21%	7%	7%	43%
50-74	29	24	83%				38%	8%	17%		38%
75-99	25	16	64%		13%		25%	13%	38%	6%	6%
100-199	52	38	73%	3%		5%	29%	16%	24%	5%	18%
200-299	22	18	82%		6%		11%	17%	28%	11%	28%
300-399	7	6	86%				33%	33%	17%	17%	
400-499	3	2	67%		50%	50%					
500-999	4	4	100%						50%	25%	25%
Over 1,000	10	6	60%					17%	17%		67%

Table 54, below, presents Traffic units' rotation practices by agency location.

**Table 54: Traffic Units' Rotation Practices by Agency Location**

AGENCY LOC.	TOTAL RESP. AGNC'S	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
North Coast	2	1	50%								100%
S.F. Bay	43	30	70%	3%			20%	7%	23%	10%	37%
South Coast	12	10	83%				30%	20%	40%		10%
North Valley	22	16	73%				13%	6%	25%	13%	44%
South Valley	13	12	92%		17%	8%	33%	8%	8%		25%
South Inland	65	47	72%		2%	4%	30%	21%	23%	4%	15%
Inland	18	14	78%		7%		14%	29%	21%	7%	21%

### **Primary Factors that Resulted in Change to Current Traffic Unit Work Schedule**

Survey question 32 (Appendix 1, page 3), asks respondents to indicate the primary factor that resulted in the Traffic unit's *change* from a previous work schedule to their present schedule. Five choices, an additional "fill-in" response, and a "not applicable" designation comprised the possible selections.

Significant findings include:

- 36 respondents (21%) indicated that a workload study precipitated their schedule change.
- 14 respondents (8%) indicated that the schedule change was due to contract negotiations.
- 12 respondents (7%) indicated that the schedule change was to make Traffic a more desirable assignment.
- 8 respondents (5%) indicated a choice other than the five choices offered.
- 7 respondents (4%) indicated that the schedule change was the decision of the chief/sheriff.
- 4 respondents (2%) indicated the change was made to improve recruitment and retention.
- 94 respondents (54%) selected "not applicable" as they have never used a schedule other than the one they are presently using or the reason for change is unknown.

### **Other Factors Considered in Choosing Traffic Unit Work Schedule**

Survey questions 33 through 37 (Appendix 1, page 7) asked a variety of questions regarding the choice of the Traffic unit work schedule.

Significant findings include:

- 143 respondents (82%) conducted a workload study prior to adopting the present schedule.
- 18 respondents (10%) reported that the Fair Labor Standards Act affected their decision to use the present schedule.
- 46 respondents (26%) reported that the present schedule helps to satisfy, in part, air quality control requirements.
- 55 respondents (31%) reported that the present schedule is specified in an M.O.U. or contract.
- 14 respondents (8%) reported that minimum staffing is specified in an M.O.U. or contract.

# **INVESTIGATION**

# ANALYSIS OF INVESTIGATION UNIT RESPONSES

## Introduction

The Work Schedule Survey's third area of inquiry was Investigation units' work schedules. Pages 8-10 of the survey instrument (Appendix 1) depict the questions asked.

## Significant Findings

Overall significant findings include:

- Police departments assign a greater percentage of personnel to Investigation than do sheriffs' departments (17% of sworn, 14% of total personnel in police departments; 9% of sworn, 6% of total personnel in sheriffs' departments).
- CSUs assign a greater percentage of personnel to Investigation than do UCs and community colleges.
- 72% of responding agencies use an 8-plan; 11% use a 9-plan; and 15% use a 10-plan.
- 45% of responding agencies use an 8-hour workday, 5-day work week, with teams. (Survey Schedule "a")
- 24% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams (Survey Schedule "d")
- 84% of sheriffs' departments use an 8-plan; 4% use a 9-plan; and 9% use a 10-plan.
- 68% of police departments use an 8-plan; 13% use a 9-plan; and 17% use a 10-plan.
- The State Police, all community colleges, and more than 80% of UCs and CSUs use an 8-plan.
- 64% of agencies using an 8-plan use teams. 76% of agencies using a 9-, 10- or 12-plan do not use teams.
- 64% of sheriffs' departments and 53% of police departments use teams.
- 15% of CSUs and 40% of community colleges use teams.
- Investigation supervisors and unit commanders work the same schedule as investigators in 88% of responding agencies.
- Investigators rotate in 19% of responding agencies.
- "Other" was the most common frequency of rotation reported (66%). The most common "other" rotations were evenly divided between 2 years and 3 years.
- 141 respondents (44%) conducted a workload study prior to adopting the present schedule.

## Investigation Unit Staffing

Tables 55 through 57 summarize total *sworn* personnel assigned to Investigation and the average percentage of personnel assigned to Investigation by agency type, size and location.

Significant findings include:

- Police departments assign a greater percentage of personnel to Investigation than do sheriffs' departments (17% of sworn, 14% of total personnel in police departments; 9% of sworn, 6% of total personnel in sheriffs' departments).
- CSUs assign a greater percentage of personnel to Investigation than do UCs and community colleges.
- In agencies with fewer than 300 employees, as agency size increases, so does the percentage of sworn personnel assigned to Investigation. In agencies with 300 or more employees, as agency size increases, the percentage of personnel assigned to Investigation decreases.
- Agencies in the South assign the highest percentage of sworn personnel to Investigation (15%); Valley agencies assign the lowest (13%).
- Agencies in the San Francisco Bay area and South assign the highest percentage of personnel (sworn and nonsworn) to Investigation (10%); North Coast agencies assign the lowest (7%).

Table 55, below, summarizes returned responses for agencies with Investigation units by agency type.

**TABLE 55: Staffing for Agencies With Investigation Units by Agency Type**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH INVESTIGATION UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO INVESTIGATION
Sheriff	45	1,334	9%	6%
Police	247	3,916.5	17%	11%
State	1	64	18%	14%
UC	6	20	8%	5%
CSU	13	24	12%	7%
College	5	5	7%	5%
<b>TOTAL</b>	<b>317</b>	<b>5,363.5</b>		

Table 56, below, summarizes returned responses for agencies with Investigation units by agency size.

**TABLE 56: Staffing for Agencies With Investigation Units by Agency Size**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH INVESTIGATION UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO INVESTIGATION
1 - 24	39	49.5	9%	7%
25 - 49	72	205	12%	8%
50 - 74	44	268	14%	10%
75 - 99	37	301	14%	9%
100 - 199	61	876	16%	10%
200 - 299	28	710	16%	10%
300 - 399	11	340	14%	9%
400 - 499	7	277	14%	9%
500 - 999	8	449	12%	8%
Over 1,000	10	1,888	13%	9%
<b>TOTAL</b>	<b>317</b>	<b>5,363.5</b>		

Table 57, below, summarizes returned responses for agencies with Investigation units by agency location.

**TABLE 57: Staffing for Agencies With Investigation Units by Agency Location**

AGENCY TYPE	NO. OF RESPONDING AGENCIES WITH INVESTIGATION UNITS	TOTAL SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF SWORN PERSONNEL ASSIGNED TO INVESTIGATION	AVERAGE % OF PERSONNEL (SWORN & NONSWORN) ASSIGNED TO INVESTIGATION
North Coast	13	100	14%	7%
S.F Bay	65	1,252	14%	10%
South Coast	27	233	14%	9%
North Valley	50	459	14%	8%
Valley	46	511.5	13%	8%
South	88	2,361	15%	10%
Inland	28	447	*	**
<b>TOTAL</b>	<b>317</b>	<b>5,363.5</b>		

\*The Riverside and San Bernardino County Sheriffs' Departments respectively assign 6% and 11% of their sworn personnel to Investigation. The remaining Inland agencies assign an average of 14% sworn to Investigation.

\*\*The Riverside and San Bernardino County Sheriffs' Departments respectively assign 3% and 7% of their personnel (sworn and nonsworn) to Investigation. The remaining Inland agencies assign an average of 9% of their personnel to Investigation.

## **Type of Work Schedules Used by Investigators**

Responding agencies were asked to indicate the work schedules used by their agencies by investigators, supervisors and commanding officers. Appendix 4 depicts the work schedules used by investigators in responding agencies. Appendix 5 depicts the work schedules used by investigators in responding agencies by agency size and location.

Tables 58 through 60 depict the number of responding agencies whose investigators work each of the suggested schedules by agency type, size and location.

Significant findings include:

- 72% of responding agencies use an 8-plan.
- 11% of responding agencies use a 9-plan.
- 15% of responding agencies use a 10-plan.
- Less than 1% of responding agencies use a 12-plan.
- 1% of responding agencies use a schedule other than an 8-, 9-, 10- or 12-plan.
- 45% of responding agencies use an 8-hour workday, 5-day work week, with teams. (Survey Schedule "a")
- The second most frequently used schedule (used by 24% of responding agencies), is an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams (Survey Schedule "d")
- 84% of sheriffs' departments use an 8-plan, 4% use a 9-plan, and 9% use a 10-plan.
- 68% of police departments use an 8-plan; 13% use a 9-plan, and 17% use a 10-plan.
- The State Police, all community colleges, and more than 80% of UCs and CSUs use an 8-plan.
- 8-plans are used by 77% of agencies with fewer than 100 employees; 12% use 10-plans.
- 8-plans are used by 61% of agencies with 100-499 employees; 21% use 10-plans.
- 8-plans are used by 78% of agencies with 500 or more employees; 11% use 10-plans.
- 8-plans are used by at least 60% of agencies in each geographic location except South.
- Agencies in the North Coast, San Francisco Bay and South areas are more likely than other areas to use a work schedule other than an 8-plan.

Table 58, below, depicts the Investigation work schedules used by agency type.

**TABLE 58: Investigation Work Schedules Used by Agency Type**

WORK SCHEDULE DESCRIPTION*	AGENCY TYPE							% OF TOTAL
	SHERIFF	POLICE	STATE	U.C.	C.S.U.	COMM. COLLEGE	TOTAL	
<b>8-PLAN</b>								
a	28	107	1	4		2	142	45%
b							0	0%
c		1			2		3	1%
d	9	54		1	8	3	75	24%
e							0	0%
f		1					1	< 1%
g	1	4			1		6	2%
<b>9-PLAN</b>								
h		9					9	3%
i							0	0%
j	1	22			1		24	8%
k		1					1	< 1%
l	1	1					2	1%
<b>10-PLAN</b>								
m		6					6	2%
n		6					6	2%
o	3	28		1	1		33	10%
p	1	3					4	1%
<b>12-PLAN</b>								
q							0	0%
r							0	0%
s							0	0%
t							0	0%
u							0	0%
v							0	0%
w							0	0%
x							0	0%
y		1					1	< 1%
<b>OTHER</b>								
z	1	3					4	1%

\*See Appendix 1, pages 14-15, for complete description

Table 59, below, depicts the Investigation work schedules used by agency type.

**TABLE 59: Investigation Work Schedules Used by Agency Size**

WORK SCHEDULE DESCRIPTION*	AGENCY SIZE										TOTAL	% OF TOTAL	
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000			
<b>8-PLAN</b>													
a	9	31	23	18	29	13	4	6	5	4	142	45%	
b											0	0%	
c	1	1			1						3	1%	
d	22	24	10	7	4	2	3		1	2	75	24%	
e											0	0%	
f											1	< 1%	
g	1			1	2			1		1	6	2%	
<b>9-PLAN</b>													
h		1		2	4	2					9	3%	
i											0	0%	
j		6	4	3	2	7	1			1	24	8%	
k				1							1	< 1%	
l						1	1				2	1%	
<b>10-PLAN</b>													
m				2	2		2				6	2%	
n				2	3	1					6	2%	
o	3	8	6	2	11	2			1		33	10%	
p			1		2				1		4	1%	
<b>12-PLAN</b>													
q											0	0%	
r											0	0%	
s											0	0%	
t											0	0%	
u											0	0%	
v											0	0%	
w											0	0%	
x											0	0%	
y	1										1	< 1%	
<b>OTHER</b>													
z	2	1								1	4	1%	

\*See Appendix 1, pages 14-15, for complete description

Table 60, below, depicts the Investigation work schedules used by agency location.

**TABLE 60: Investigation Work Schedules Used by Agency Location**

WORK SCHEDULE DESCRIPT.*	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
<b>8-PLAN</b>									
a	6	25	16	21	26	31	17	142	45%
b								0	0%
c		2		1				3	1%
d	3	15	7	17	18	9	6	75	24%
e								0	0%
f		1						1	< 1%
g		2		2	1		1	6	2%
<b>9-PLAN</b>									
h	1	2	1			5		9	3%
i								0	0%
j		5	3			15	1	24	8%
k							1	1	< 1%
l				1		1		2	< 1%
<b>10-PLAN</b>									
m		3				3		6	2%
n	1			1		4		6	2%
o	1	7		6		17	2	33	10%
p		1			1	2		4	1%
<b>12-PLAN</b>									
q								0	0%
r								0	0%
s								0	0%
t								0	0%
u								0	0%
v								0	0%
w								0	0%
x								0	0%
y		1						1	< 1%
<b>OTHER</b>									
z	1	1		1		1		4	1%

\*See Appendix 1, pages 14-15, for complete description

**Teams/No Teams**

Tables 61 through 63 depict Investigation workdays (teams/no teams) by agency type, size and location. "Teams" are defined as work schedules wherein the supervisor and investigators have the same days off. "No Teams" are defined as work schedules in which the supervisor and the investigators have different days off.

Significant findings include:

- 64% of agencies using an 8-plan use teams. 76% of agencies using a 9-, 10- or 12-plan do not use teams.
- 64% of sheriffs' departments and 53% of police departments use teams.
- 15% of CSUs and 40% of community colleges use teams.
- Teams are used by 47% of agencies with fewer than 100 employees, 63% of agencies with 100-499 employees, and 53% of agencies with 500 or more employees.
- Teams are used by more than 50% of agencies located in the North Coast (67%), South Coast (63%) Inland (61%) and Valley (57%).

Table 61, below, depicts Investigation workdays (teams/no teams) by agency type.

**TABLE 61: Workdays (Teams/No Teams) Used by Agency Type**

WORKDAYS TEAMS/ NO TEAMS	AGENCY TYPE						TOTAL	% OF TOTAL*
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
8-HOUR DAYS								
Teams	28	108	1	4	2	2	145	46%
No Teams	10	59		1	9	3	82	26%
9-HOUR DAYS								
Teams		9					9	3%
No Teams	2	24			1		27	9%
10-HOUR DAYS								
Teams		12					12	4%
No Teams	4	31		1	1		37	12%
12-HOUR DAYS								
Teams							0	0%
No Teams		1					1	< 1%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

Table 62, below, depicts investigator workdays (teams/no teams) by agency size.

**TABLE 62: Workdays (Teams/No Teams) Used by Agency Size**

WORKDAYS TEAMS/ NO TEAMS	AGENCY SIZE										TOTAL	* % OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
8-HOUR DAYS												
Teams	10	32	23	18	30	13	4	6	5	4	145	46%
No Teams	23	24	10	8	6	2	3	1	1	4	82	26%
9-HOUR DAYS												
Teams		1		2	4	2					9	3%
No Teams		6	4	4	2	8	2			1	27	9%
10-HOUR DAYS												
Teams				4	5	1	2				12	4%
No Teams	3	8	7	2	13	2			2		37	12%
12-HOUR DAYS												
Teams											0	0%
No Teams	1										1	< 1%

Table 63, below, depicts investigator workdays (teams/no teams) by agency location.

**TABLE 63: Workdays (Teams/No Teams) Used by Agency Location**

WORKDAYS TEAMS/ NO TEAMS	AGENCY LOCATION							TOTAL	% OF TOTAL*
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
8-HOUR DAYS									
Teams	6	27	16	22	26	31	17	145	46%
No Teams	3	18	7	19	19	9	7	82	26%
9-HOUR DAYS									
Teams	1	2	1			5		9	3%
No Teams		5	3	1		16	2	27	9%
10-HOUR DAYS									
Teams	1	3		1		7		12	4%
No Teams	1	8		6	1	19	2	37	12%
12-HOUR DAYS									
Teams								0	0%
No Teams		1						1	< 1%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

## Work Schedules Used by Investigation Supervisory Personnel

Survey question 43 (Appendix 1, page 9), asks if Investigation supervisors work a different schedule than investigators. Tables 64 through 66 depict (by agency size, type and location) the number and percentage of Investigation supervisors working a different or the same schedule as investigators.

Significant findings include:

- Most responding agencies (96%) reported that Investigation supervisors work the same schedule as investigators.
- There is no significant difference between the percentage of Investigation supervisors and investigators working the same schedule reflected by agency type or size.
- Respondents in the North Coast reported the lowest percentage (85%) of Investigation supervisors and investigators working the same schedule; Inland agencies reported the highest percentage (100%).

Table 64, below, depicts the number and percentage of Investigation supervisors working a different or the same schedule as investigators by agency type.

**TABLE 64: Investigation Supervisory Work Schedules by Agency Type**

SUPERVISORY WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Investigators	2	10			1		13	4%
Percentage by Type	4%	4%			8%			
Work the <b>SAME</b> Schedule as Investigators	43	237	1	6	12	5	304	96%
Percentage by Type	96%	96%	100%	100%	92%	100%		

Table 65, below, depicts the number and percentage of Investigation supervisors working a different or the same schedule as investigators by agency size.

**TABLE 65: Investigation Supervisory Work Schedules by Agency Size**

SUPERVISORY WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
Work a <b>DIFFERENT</b> Schedule than Investigators	2	5	1		2	2				1	13	4%
Percentage by Size	5%	7%	2%		3%	7%				13%		
Work the <b>SAME</b> Schedule as Investigators	37	67	43	37	59	26	11	7	7	10	304	96%
Percentage by Size	95%	93%	98%	100%	97%	93%	100%	100%	87%	100%		

Table 66, below, depicts the number and percentage of Investigation supervisors working a different or the same schedule as investigators by agency location.

**TABLE 66: Investigation Supervisory Work Schedules by Agency Location**

SUPERVISORY WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH VALLEY	SOUTH INLAND	INLAND		
Work a <b>DIFFERENT</b> Schedule than Investigators	2	5	1	1	1	3		13	4%
Percentage by Location	15%	8%	4%	2%	2%	3%			
Work the <b>SAME</b> Schedule as Investigators	11	60	26	49	45	86	27	304	96%
Percentage by Location	85%	92%	96%	98%	98%	97%	100%		

## Work Schedules Used by Investigation Unit Commanders

Survey question 44 (Appendix 1, page 9) asks if Investigation unit commanders work a different schedule than investigators. Tables 67 through 69 depict (by agency type, size and location) the number and percentage of Investigation unit commanders working a different or the same schedule as investigators.

Significant findings include:

- Most responding agencies (88%) reported that Investigation unit commanders work the same schedule as investigators.
- There is no significant difference between the percentage of commanders and investigators working the same schedule in police or sheriffs' departments.
- Investigation unit commanders and investigators work the same schedule in 91% of agencies with fewer than 100 employees, 84% of agencies with 100-499 employees, and 83% in agencies with 500 or more employees.
- North Coast, Valley and South Coast agencies reported the highest percentages (96%-100%) of Investigation unit commanders and investigators working the same schedule; San Francisco Bay agencies reported the lowest percentage (78%).

Table 67, below, depicts the number and percentage of Investigation unit commanders working a different or the same schedule as investigators by agency type.

**TABLE 67: Investigation Unit Commander Work Schedules by Agency Type**

UNIT COMMANDER WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Investigators	5	29		1	2	1	38	12%
Percentage by Type	11%	12%		17%	15%	20%		
Work the <b>SAME</b> Schedule as Investigators	40	218	1	5	11	4	279	88%
Percentage by Type	89%	88%	100%	83%	85%	80%		

Table 68, below, depicts the number and percentage of Investigation unit commanders working a different or the same schedule as investigators by agency size.

**TABLE 68: Investigation Unit Commander Work Schedules by Agency Size**

UNIT COMMANDER WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
Work a DIFFERENT Schedule than Officers	1	8	6	3	10	6	1		2	1	38	12%
Percentage by Size	3%	11%	14%	8%	16%	21%	9%		25%	10%		
Work the SAME Schedule as Officers	38	64	38	34	51	22	10	7	6	9	279	88%
Percentage by Size	97%	89%	86%	92%	84%	79%	91%	100%	75%	90%		

Table 69, below, depicts the number and percentage of Investigation unit commanders working a different or the same schedule as investigators by agency location.

**TABLE 69: Investigation Unit Commander Work Schedules by Agency Location**

UNIT COMMANDER WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
Work a DIFFERENT Schedule than Officers		14	1	7	1	13	2	38	12%
Percentage by Location		22%	4%	14%	2%	15%	7%		
Work the SAME Schedule as Officers	13	51	26	43	45	76	25	279	88%
Percentage by Location	100%	78%	96%	86%	98%	85%	93%		

## Comparison of Work Schedules Used by Investigators, Supervisors and Unit Commander Investigative Personnel

In reviewing the data concerning investigators, supervisors and unit commander personnel, Tables 70 through 73 were developed to graphically compare the ratio of line, supervisory and unit commander personnel working the same work schedule by agency type, size and location.

Significant findings include:

- Investigation supervisors and unit commanders work the same schedule as investigators in 88% of responding agencies.
- Investigation supervisors, unit commanders and investigators work the same schedule in 90% of agencies with fewer than 100 employees, 84% of agencies with 100-499 employees, and 83% of agencies with 500 or more employees.
- A higher overall percentage of agencies in the South Coast and Valley assign supervisors and commanders to the same schedule as investigators than in any other location (average 97%); agencies in the San Francisco Bay area assign the lowest percentage (78%).

Table 70, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency type.

**TABLE 70: Comparison of Line, Supervisory and Unit Commander Investigative Personnel Working the Same Schedule by Agency Type**

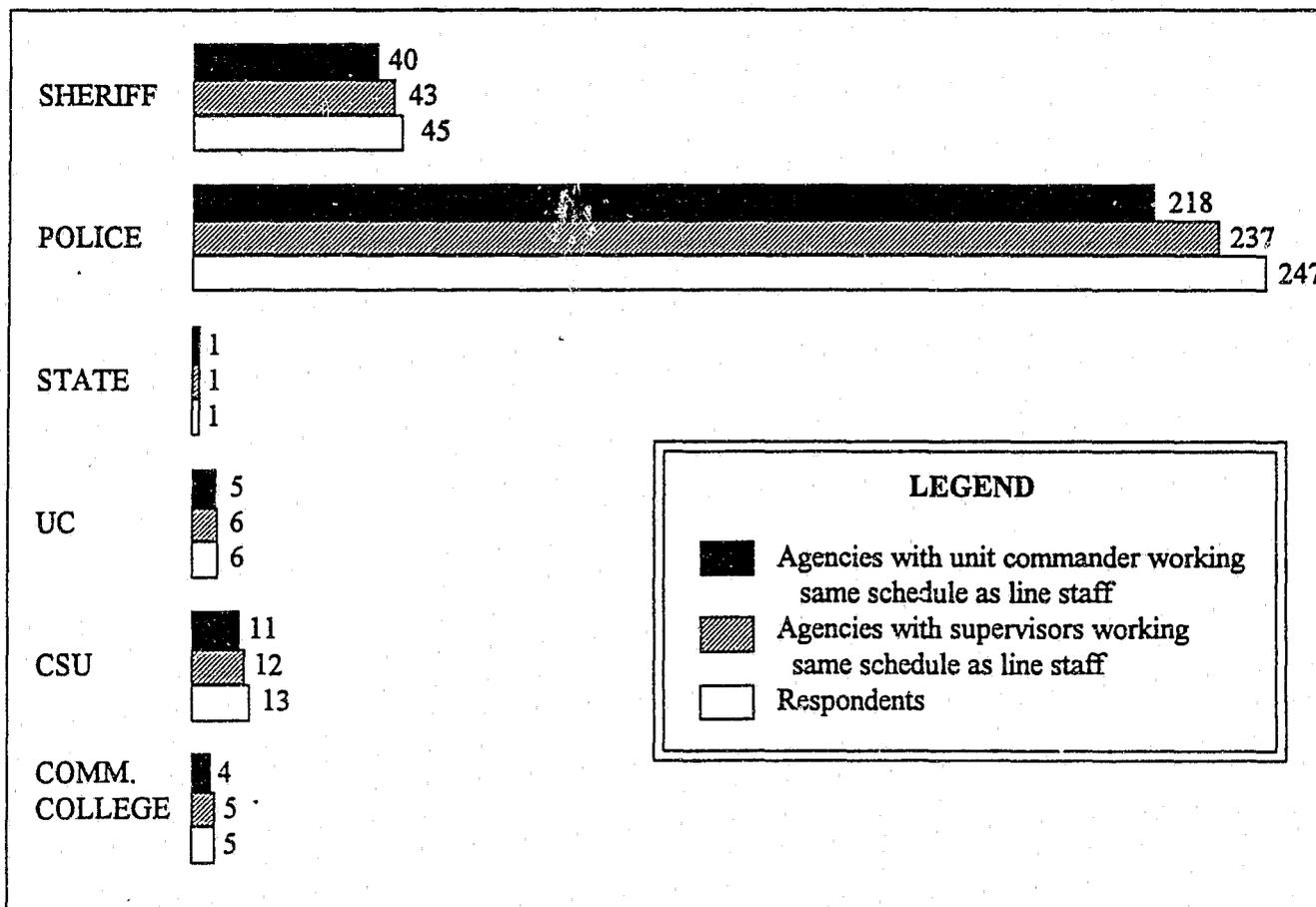


Table 71, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency size.

**TABLE 71: Comparison of Line, Supervisory and Unit Commander Investigative Personnel Working the Same Schedule by Agency Size**

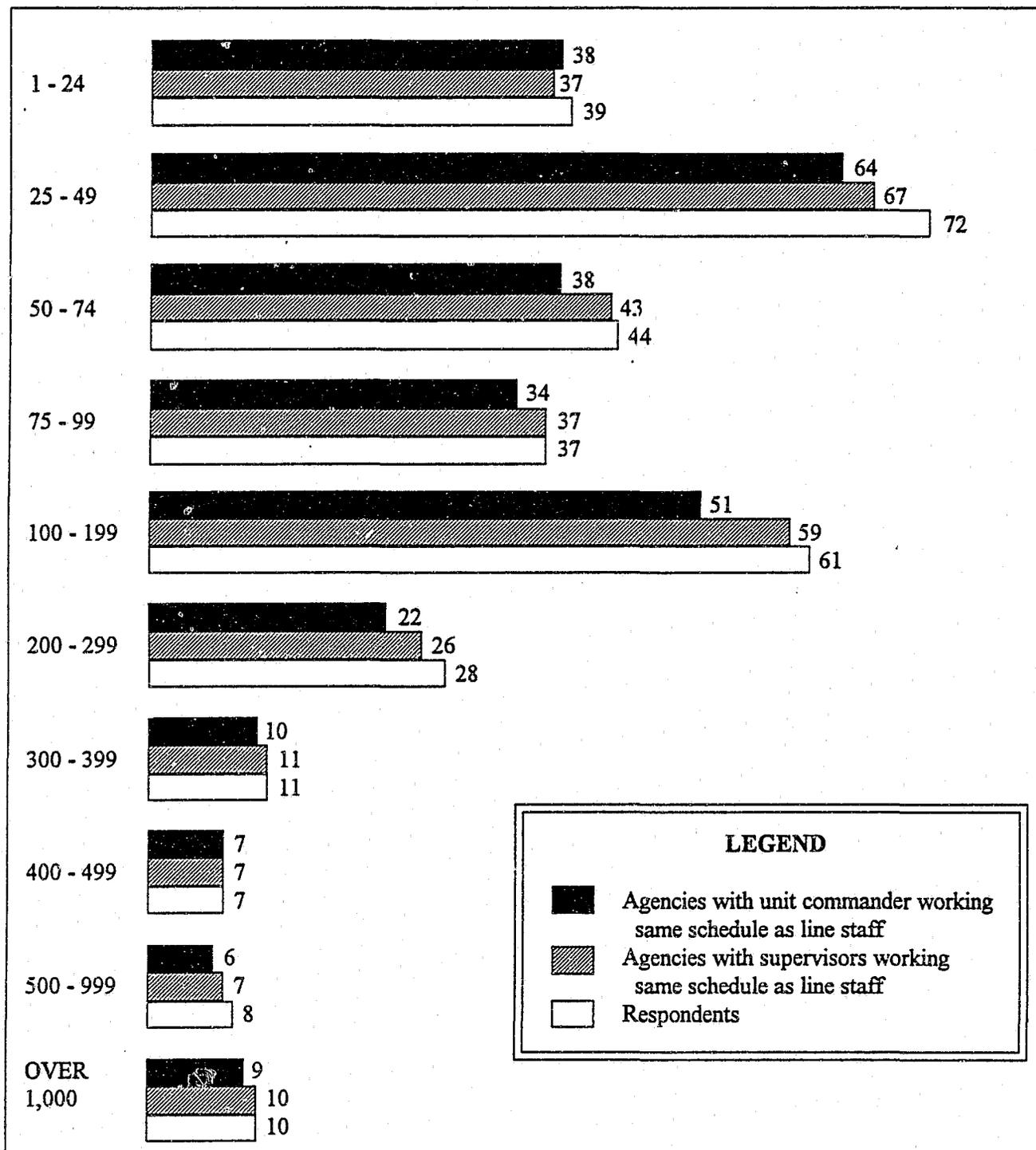
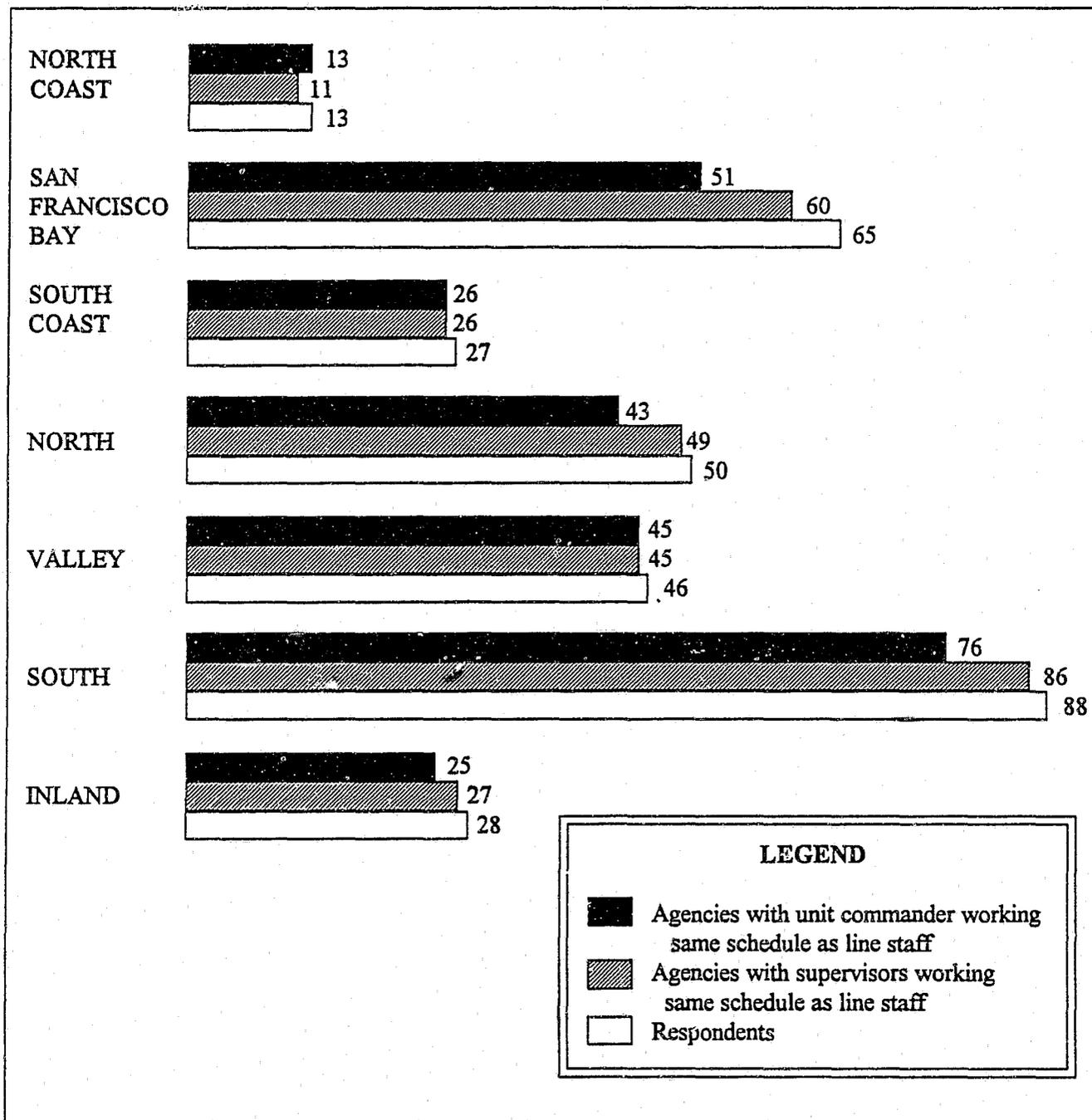


Table 72, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency location.

**TABLE 72: Comparison of Line, Supervisory and Command-Level Investigative Personnel Working the Same Schedule by Agency Location**



## Investigation Units' Shift Rotation Practices

Survey question 42 (Appendix 1, page 9), deals with the Investigation unit's shift rotation practices, including:

- Do the investigators rotate?
- How often do investigators rotate?

Table 73 presents a summary of Investigation units' rotation practices, including the total number of responding agencies, the percentage that rotate, and the sub-percentages on how often rotation occurs. Tables 74 through 76 depict the same data by agency type, size and location.

Significant findings include:

- Investigators rotate in 19% of responding agencies.
- "Other" was the most common frequency of rotation reported (66%). The most common "other" rotations were evenly divided between 2 years and 3 years.
- 75% of sheriffs' departments and 68% of police departments chose "other" as their primary rotation frequency. In analyzing the "other" responses in this category, it was determined that 50% of sheriffs' departments and 17% of police departments use a 2-year rotation, and 21% of police departments use a 3-year rotation.
- Investigators rotate in 23% of agencies with fewer than 100 employees, 15% of agencies with 100-499 employees, and 6% of agencies with 500 or more employees.
- Agencies in the South Coast, North and San Francisco Bay areas show the highest percentage of investigator rotation; agencies in the North Coast and South show the lowest percentage.

Table 73, below, presents a summary of Investigation units' rotation practices.

**Table 73: Summary of Investigation Units' Rotation Practices**

TOTAL RESP. AGENCIES	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
			WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
317	61	19%	2%	8%	0%	2%	2%	5%	16%	66%

Table 74, below, presents Investigation units' rotation practices by agency type.

**Table 74: Investigation Units' Rotation Practices by Agency Type**

AGNCY. TYPE	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
Sheriff	45	4	9%				25%				75%
Police	247	53	21%	2%	8%			2%	6%	15%	68%
State	1	1	100%		100%						
UC	6	1	17%							100%	
CSU	13	1	8%							100%	
Comm. Coll.	5	1	20%								100%

Table 75, below, presents Investigation units' rotation practices by agency size.

**Table 75: Investigation Units' Rotation Practices by Agency Size**

AGNCY. SIZE	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
1-24	39	7	18%						14%	29%	57%
25-49	72	17	24%							24%	76%
50-74	44	11	25%		18%						82%
75-99	37	9	24%					11%	11%	22%	56%
100-199	61	10	16%	10%	10%				10%		70%
200-299	28	4	14%		25%		25%			50%	
300-399	11	1	9%								100%
400-499	7	1	14%		100%						
500-999	8	1	13%								100%
Over 1,000	10	0	0%								

Table 76, below, presents Investigation units' rotation practices by agency location.

**Table 76: Investigation Units' Rotation Practices by Agency Location**

AGNCY. LOC.	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
North Coast	13	1	8%								100%
S.F. Bay	65	18	28%		11%					17%	72%
South Coast	27	6	22%						17%	17%	67%
North Valley	50	11	22%		9%		9%	9%		18%	55%
South Valley	46	9	20%						11%	11%	78%
South Inland	88	11	13%	9%	9%				9%	18%	55%
Inland	28	5	18%		20%					20%	60%

### **Primary Factors that Resulted in Change to Current Investigation Unit Work Schedule**

Survey question 47 (Appendix 1, page 9), asks respondents to indicate the primary factor that resulted in the Investigation unit's *change* from a previous work schedule to their present schedule. Five choices, an additional "fill-in" response, and a "not applicable" designation comprised the possible selections.

Significant findings include:

- 30 respondents (9%) indicated that the schedule change was to make Investigation a more desirable assignment.
- 19 respondents (6%) indicated that a workload study precipitated their schedule change.
- 19 respondents (6%) indicated that the schedule change was due to contract negotiations.
- 17 respondents (5%) indicated a choice other than the five choices offered.
- 13 respondents (4%) indicated that the schedule change was the decision of the chief/sheriff.
- 4 respondents (1%) indicated the change was made to improve recruitment and retention.
- 215 respondents (68%) selected "not applicable" as they have never used a schedule other than the one they are presently using or the reason for change is unknown.

### **Other Factors Considered in Choosing Investigation Unit Work Schedule**

Survey questions 48 through 52 (Appendix 1, page 10) asked a variety of questions regarding the choice of the Investigation unit work schedule.

Significant findings include:

- 141 respondents (44%) conducted a workload study prior to adopting the present schedule.
- 29 respondents (9%) reported that the Fair Labor Standards Act affected their decision to use the present schedule.
- 52 respondents (16%) reported that the present schedule helps to satisfy, in part, air quality control requirements.
- 87 respondents (27%) reported that the present schedule is specified in an M.O.U. or contract.
- 13 respondents (4%) reported that minimum staffing is specified in an M.O.U. or contract.

**DISPATCH**

# ANALYSIS OF DISPATCH UNIT RESPONSES

## Introduction

The Work Schedule Survey's fourth area of inquiry was Dispatch units' work schedules. Pages 11-13 of the survey instrument (Appendix 1) depict the questions asked.

## Significant Findings

Overall significant findings include:

- Police departments assign a higher percentage of their personnel to Dispatch (10%) than sheriffs' departments (5%).
- As agency size increases, the percentage of personnel assigned to Dispatch decreases.
- 69% of responding agencies use an 8-plan; 3% use a 9-plan; 20% use a 10-plan; 4% use a 12-plan.
- 58% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams. (Survey schedule "d")
- 13% of responding agencies use a 10-hour workday, 4-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "o")
- 53% of sheriffs' departments use an 8-plan; 33% use a 10-plan.
- 70% of police departments use an 8-plan; 19% use a 10-plan.
- 79% of agencies using an 8-, 9-, 10- or 12-plan do not use teams.
- 92% of sheriffs' departments and 80% of police departments do not use teams.
- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule in 70% of responding agencies.
- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule in a higher percentage of police departments (73%) than sheriffs' departments (53%).
- Dispatchers rotate in 87% of responding agencies.
- A quarterly rotation was the most common rotation reported.
- 173 respondents (55%) conducted a workload study prior to adopting the present schedule.

## Dispatch Unit Staffing

Tables 77 through 79 summarize total personnel assigned to Dispatch and the average percentage of personnel assigned to Dispatch by agency type, size and location.

Significant findings include:

- Police departments assign a higher percentage of their personnel to Dispatch (10%) than sheriffs' departments (5%).
- CSUs and community colleges assign the highest percentage of their personnel to Dispatch (20%-21%).
- As agency size increases, the percentage of personnel assigned to Dispatch decreases.
- Inland agencies assign the lowest percentage of their personnel to Dispatch (5%); South Coast agencies assign the highest percentage (11%).

Table 77, below, summarizes returned responses for agencies with Dispatch units by agency type.

**TABLE 77: Staffing for Agencies With Dispatch Units by Agency Type**

<b>AGENCY TYPE</b>	<b>NO. OF RESPONDING AGENCIES WITH DISPATCH UNITS</b>	<b>TOTAL PERSONNEL ASSIGNED TO DISPATCH</b>	<b>AVERAGE % OF PERSONNEL ASSIGNED TO DISPATCH</b>
Sheriff	40	1,114	5%
Police	235	3,212.5	10%
State	2	606	6%
UC	6	49	12%
CSU	17	84	20%
College	12	52	21%
<b>TOTAL</b>	<b>312</b>	<b>5,117.5</b>	

Table 78, below, summarizes returned responses for agencies with Dispatch units by agency size.

**TABLE 78: Staffing for Agencies With Dispatch Units by Agency Size**

<b>AGENCY SIZE</b>	<b>NO. OF RESPONDING AGENCIES WITH DISPATCH UNITS</b>	<b>TOTAL PERSONNEL ASSIGNED TO DISPATCH</b>	<b>AVERAGE % OF PERSONNEL ASSIGNED TO DISPATCH</b>
1 - 24	59	265	27%
25 - 49	65	393.5	18%
50 - 74	42	314	12%
75 - 99	32	315	11%
100 - 199	55	786	10%
200 - 299	23	450	8%
300 - 399	10	262	8%
400 - 499	6	177	7%
500 - 999	8	375	6%
Over 1,000	12	1,780	5%
<b>TOTAL</b>	<b>312</b>	<b>5,117.5</b>	

Table 79, below, summarizes returned responses for agencies with Dispatch units by agency location.

**TABLE 79: Staffing for Agencies With Dispatch Units by Agency Location**

<b>AGENCY LOCATION</b>	<b>NO. OF RESPONDING AGENCIES WITH DISPATCH UNITS</b>	<b>TOTAL PERSONNEL ASSIGNED TO DISPATCH</b>	<b>AVERAGE % OF PERSONNEL ASSIGNED TO DISPATCH</b>
North Coast San Francisco Bay	16	144.5	10%
South Coast	64	1,178.5	10%
North Valley	18	150.5	11%
South	53	1,248	*
Inland	48	507	9%
	88	1,539	7%
	25	350	5%
<b>TOTAL</b>	<b>312</b>	<b>5,117.5</b>	

\*The California Highway Patrol assign 6% of its personnel to Dispatch. The remaining North agencies assign an average of 10% of their personnel to Dispatch.

## Type of Work Schedules Used by Dispatchers

Responding agencies were asked to indicate the work schedules used by their agencies by line-level staff, supervisors and commanding officers. Appendix 6 depicts the work schedules used by dispatchers in responding agencies. Appendix 7 depicts the work schedules used by dispatchers in responding agencies by agency size and location.

Tables 80 through 82 depict the number of responding agencies whose dispatchers work each of the suggested schedules by agency type, size and location.

### Significant findings include:

- 69% of responding agencies use an 8-plan.
- 3% of responding agencies use a 9-plan.
- 20% of responding agencies use a 10-plan.
- 4% of responding agencies use a 12-plan.
- 4% of responding agencies use a schedule other than an 8-, 9-, 10- or 12-plan.
- 58% of responding agencies use an 8-hour workday, 5-day work week, with different days off (including days off of the supervisor), and no teams. (Survey schedule "d")
- 13% of responding agencies use a 10-hour workday, 4-day work week, with different days off (including days off of the supervisor), and no teams. (Survey Schedule "o")
- 53% of sheriffs' departments use an 8-plan; 33% use a 10-plan.
- 70% of police departments use an 8-plan; 19% use a 10-plan.
- In agencies with fewer than 400 employees, as agency size increases, use of 8-plans decreases (from 90% in agencies with 1-24 employees, to 30% in agencies with 300-399 employees).
- In agencies with fewer than 300 employees, as agency size increases, so does the use of 10-plans (from 2% in agencies with 1-24 employees, to 48% in agencies with 200-299 employees).
- 65% of agencies with 400 or more personnel use an 8-plan; 27% use a 10-plan.
- More than 70% of agencies in all locations except San Francisco Bay and South use an 8-plan.
- 62% of San Francisco Bay agencies use an 8-plan; 27% use a 10-plan. 56% of South agencies use an 8-plan; 23% use a 10-plan; 10% use a 12-plan.

Table 80, below, depicts the Dispatch work schedules used by agency type.

**TABLE 80: Dispatch Work Schedules Used by Agency Type**

WORK SCHEDULE DESCRIPTION*	AGENCY TYPE							% OF TOTAL
	SHERIFF	POLICE	STATE	U.C.	C.S.U.	COMM. COLLEGE	TOTAL	
<b>8-PLAN</b>								
a		26				2	28	9%
b		1					1	< 1%
c							0	0%
d	21	132	2	3	13	9	180	58%
e		1					1	< 1%
f							0	0%
g		4					4	1%
<b>9-PLAN</b>								
h	1	1					2	1%
i							0	0%
j		5					5	2%
k		1					1	< 1%
l		1					1	< 1%
<b>10-PLAN</b>								
m		5					5	2%
n	2	7					9	3%
o	10	28		2	2		42	13%
p	1	4		1			6	2%
<b>12-PLAN</b>								
q							0	0%
r							0	0%
s		2					2	1%
t		3					3	1%
u					1		1	< 1%
v							0	0%
w		1					1	< 1%
x							0	0%
y	2	4					6	2%
<b>OTHER</b>								
z	3	9			1	1	14	4%

\*See Appendix 1, pages 14-15, for complete description

Table 81, below, depicts the Dispatch work schedules used by agency type.

**TABLE 81: Dispatch Work Schedules Used by Agency Size**

WORK SCHEDULE DESCRIPTION*	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
<b>8-PLAN</b>												
a	9	5	6	3	1	2			1	1	28	9%
b	1										1	<1%
c											0	0%
d	42	45	22	16	30	7	3	3	5	7	180	58%
e			1								1	<1%
f											0	0%
g	1	2			1						4	1%
<b>9-PLAN</b>												
h				1		1					2	1%
i											0	0%
j				1	1	2	1				5	2%
k		1									1	<1%
l	1										1	<1%
<b>10-PLAN</b>												
m				2	1	1	1				5	2%
n			1		1	3	1	1		2	9	3%
o	1	7	7	5	11	6	2	1	1	1	42	13%
p		1		1	2	1			1		6	2%
<b>12-PLAN</b>												
q											0	0%
r											0	0%
s		1	1								2	1%
t			1		2						3	1%
u		1									1	<1%
v											0	0%
w					1						1	<1%
x											0	0%
y	1	1	1	1	1			1			6	2%
<b>OTHER</b>												
z	3	1	2	2	3		2			1	14	4%

\*See Appendix 1, pages 14-15, for complete description

Table 82, below, depicts the Dispatch work schedules used by agency location.

**TABLE 82: Dispatch Work Schedules Used by Agency Location**

WORK SCHEDULE DESCRIPT.*	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
<b>8-PLAN</b>									
a	2	6	2	7	3	6	2	28	9%
b					1			1	< 1%
c								0	0%
d	10	35	11	33	33	41	17	180	58%
e				1				1	< 1%
f								0	0%
g		1			1	2		4	1%
<b>9-PLAN</b>									
h		1				1		2	1%
i								0	0%
j						5		5	2%
k							1	1	< 1%
l				1				1	< 1%
<b>10-PLAN</b>									
m		2				3		5	2%
n	1	2			2	2	2	9	3%
o	2	11	4	8	2	14	1	42	13%
p	1	2	1		1	1		6	2%
<b>12-PLAN</b>									
q								0	0%
r								0	0%
s						2		2	1%
t						3		3	1%
u						1		1	< 1%
v								0	0%
w		1						1	< 1%
x								0	0%
y				1	1	3	1	6	2%
<b>OTHER</b>									
z		3		2	4	4	1	14	4%

\*See Appendix 1, pages 14-15, for complete description

**Teams/No Teams**

Tables 83 through 85 depict Dispatch workdays (teams/no teams) by agency type, size and location. "Teams" are defined as work schedules wherein the supervisor and dispatchers have the same days off. "No Teams" are defined as work schedules in which the supervisor and the dispatchers have different days off.

Significant findings include:

- 79% of agencies using an 8-, 9-, 10- or 12-plan do not use teams.
- 92% of sheriffs' departments and 80% of police departments do not use teams.
- 84% of agencies with fewer than 100 employees, 83% of agencies with 100-499 employees, and 79% of agencies with 500 or more employees do not use teams.
- 80% or more agencies in each geographic location do not use teams.

Table 83, below, depicts Dispatch workdays (teams/no teams) by agency type.

**TABLE 83: Workdays (Teams/No Teams) Used by Agency Type**

WORKDAYS TEAMS/ NO TEAMS	AGENCY TYPE						TOTAL	% OF TOTAL*
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
8-HOUR DAYS								
Teams		27				2	29	9%
No Teams	21	137	2	3	13	9	185	59%
9-HOUR DAYS								
Teams	1	1					2	1%
No Teams		7					7	2%
10-HOUR DAYS								
Teams	2	12					14	4%
No Teams	11	32		3	2		48	15%
12-HOUR DAYS								
Teams		5					5	2%
No Teams	2	5			1		8	3%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

Table 84, below, depicts Dispatch workdays (teams/no teams) by agency size.

**TABLE 84: Workdays (Teams/No Teams) Used by Agency Size**

WORKDAYS TEAMS/ NO TEAMS	AGENCY SIZE										TOTAL	* % OF TOTAL	
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000			
8-HOUR DAYS													
Teams	10	5	6	3	1	2			1	1	29	9%	
No Teams	43	47	23	16	31	7	3	3	5	7	185	59%	
9-HOUR DAYS													
Teams				1		1					2	1%	
No Teams	1	1		1	1	2	1				7	2%	
10-HOUR DAYS													
Teams			1	2	2	4	2	1		2	14	4%	
No Teams	1	8	7	6	13	7	2	1	2	1	48	15%	
12-HOUR DAYS													
Teams		1	2		2						5	2%	
No Teams	1	2	1	1	2			1			8	3%	

Table 85, below, depicts Dispatch workdays (teams/no teams) by agency location.

**TABLE 85: Workdays (Teams/No Teams) Used by Agency Location**

WORKDAYS TEAMS/ NO TEAMS	AGENCY LOCATION							TOTAL	% OF TOTAL*
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH VALLEY	SOUTH INLAND	INLAND		
8-HOUR DAYS									
Teams	2	6	2	7	4	6	2	29	9%
No Teams	10	36	11	34	34	43	17	185	59%
9-HOUR DAYS									
Teams		1				1		2	1%
No Teams				1		5	1	7	2%
10-HOUR DAYS									
Teams	1	4			2	5	2	14	4%
No Teams	3	13	5	8	3	15	1	48	15%
12-HOUR DAYS									
Teams						5		5	2%
No Teams		1		1	1	4	1	8	3%

\*Less than 100% is reflected due to "other" schedules which were not broken down into teams/no teams.

## Work Schedules Used by Dispatch Supervisory Personnel

Survey question 59 (Appendix 1, page 12), asks if Dispatch supervisors work a different schedule than dispatchers. Tables 86 through 88 depict (by agency size, type and location) the number and percentage of Dispatch supervisors working a different or the same schedules as dispatchers.

Significant findings include:

- Most responding agencies (79%) reported that Dispatch shift supervisors work the same schedule as dispatchers.
- Dispatch shift supervisors work the same schedule as dispatchers in a higher percentage of police departments (80%) than sheriffs' departments (72%).
- Dispatch shift supervisors work the same schedule as dispatchers in 81% of agencies with fewer than 100 employees; 77% of agencies with 100-499 employees; and 70% of agencies with 500 or more employees.
- Dispatch shift supervisors work the same schedule as dispatchers in more than 70% of agencies in each geographic location, and more than 80% of agencies located in the North Coast, San Francisco Bay and Valley.

Table 86, below, depicts the number and percentage of Dispatch supervisors working a different or the same schedule as dispatchers by agency type.

**TABLE 86: Dispatch Supervisory Work Schedules by Agency Type**

SUPERVISORY WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Dispatchers	11	46		2	5	2	66	21%
Percentage by Type	28%	20%		33%	29%	17%		
Work the <b>SAME</b> Schedule as Dispatchers	29	189	2	4	12	10	246	79%
Percentage by Type	72%	80%	100%	67%	71%	83%		

Table 87, below, depicts the number and percentage of Dispatch supervisors working a different or the same schedule as dispatchers by agency size.

**TABLE 87: Dispatch Supervisory Work Schedules by Agency Size**

SUPERVISORY WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1-24	25-49	50-74	75-99	100-199	200-299	300-399	400-499	500-999	OVER 1,000		
Work a <b>DIFFERENT</b> Schedule than Dispatchers	9	17	6	6	14	5	1	2	4	2	66	21%
Percentage by Size	15%	26%	14%	19%	25%	22%	10%	33%	50%	17%		
Work the <b>SAME</b> Schedule as Dispatchers	50	48	36	26	41	18	9	4	4	10	246	79%
Percentage by Size	85%	74%	86%	81%	75%	78%	90%	67%	50%	83%		

Table 88, below, depicts the number and percentage of Dispatch supervisors working a different or the same schedule as dispatchers by agency location.

**TABLE 88: Dispatch Supervisory Work Schedules by Agency Location**

SUPERVISORY WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH VALLEY	SOUTH	INLAND			
Work a <b>DIFFERENT</b> Schedule than Dispatchers	2	12	5	11	8	21	7	66	21%
Percentage by Location	13%	19%	28%	21%	17%	24%	29%		
Work the <b>SAME</b> Schedule as Dispatchers	14	52	13	42	40	68	17	246	79%
Percentage by Location	87%	81%	72%	79%	83%	76%	71%		

## Work Schedules Used by Dispatch Unit Commanders

Survey question 60 (Appendix 1, page 12) asks if Dispatch unit commanders work a different schedule than dispatchers. Tables 89 through 91 depict (by agency type, size and location) the number and percentage of Dispatch unit commanders working a different or the same schedule as dispatchers.

Significant findings include:

- Most responding agencies (72%) reported that Dispatch unit commanders work the same schedule as dispatchers.
- Dispatch unit commanders work the same schedule as dispatchers in a higher percentage of police departments (73%) than sheriffs' departments (52%).
- Dispatch unit commanders work the same schedule as dispatchers in 84% of agencies with fewer than 100 employees; 60% of agencies with 100 or more employees.
- Dispatch unit commanders work the same schedule as dispatchers in more than 70% of agencies in every geographic location except North (68%).

Table 89, below, depicts the number and percentage of Dispatch unit commanders working a different or the same schedule as dispatchers by agency type.

**TABLE 89: Dispatch Unit Commander Work Schedules by Agency Type**

UNIT COMMANDER WORK SCHEDULES	AGENCY TYPE						TOTAL	% OF TOTAL
	SHERIFF	POLICE	STATE	UC	CSU	COMM. COLL.		
Work a <b>DIFFERENT</b> Schedule than Dispatchers	19	64		3	2		88	28%
Percentage by Type	48%	27%		50%	12%			
Work the <b>SAME</b> Schedule as Dispatchers	21	171	2	3	15	12	224	72%
Percentage by Type	52%	73%	100%	50%	88%	100%		

Table 90, below, depicts the number and percentage of Dispatch unit commanders working a different or the same schedule as dispatchers by agency size.

**TABLE 90: Dispatch Unit Commander Work Schedules by Agency Size**

UNIT COMMANDER WORK SCHEDULES	AGENCY SIZE										TOTAL	% OF TOTAL
	1- 24	25- 49	50- 74	75- 99	100- 199	200- 299	300- 399	400- 499	500- 999	OVER 1,000		
Work a <b>DIFFERENT</b> Schedule than Dispatchers	5	12	13	12	21	12	2	3	5	3	88	28%
Percentage by Size	8%	18%	31%	38%	38%	52%	20%	50%	63%	25%		
Work the <b>SAME</b> Schedule as Dispatchers	54	53	29	20	34	11	8	3	3	9	224	72%
Percentage by Size	92%	82%	69%	62%	62%	48%	80%	50%	37%	75%		

Table 91, below, depicts the number and percentage of Dispatch unit commanders working a different or the same schedule as dispatchers by agency location.

**TABLE 91: Dispatch Unit Commander Work Schedules by Agency Location**

UNIT COMMANDER WORK SCHEDULES	AGENCY LOCATION							TOTAL	% OF TOTAL
	NORTH COAST	S.F. BAY	SOUTH COAST	NORTH	VALLEY	SOUTH	INLAND		
Work a <b>DIFFERENT</b> Schedule than Dispatchers	3	18	5	17	11	27	7	88	28%
Percentage by Location	19%	28%	28%	32%	23%	30%	29%		
Work the <b>SAME</b> Schedule as Dispatchers	13	46	13	36	37	62	17	224	72%
Percentage by Location	81%	72%	72%	68%	77%	70%	71%		

**Comparison of Work Schedules Used by Line, Supervisory and Unit Commander Dispatch Personnel**

In reviewing the data concerning line, supervisory and unit commander personnel, Tables 92 through 94 were developed to graphically compare the ratio of line, supervisory and unit commander personnel working the same work schedule by agency type, size and location.

Significant findings include:

- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule in 70% of responding agencies.
- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule in a higher percentage of police departments (73%) than sheriffs' departments (53%).
- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule in 74% of agencies with fewer than 100 employees, 60% of agencies with 100 or more employees.
- Dispatch shift supervisors, unit commanders and dispatchers work the same schedule more frequently in agencies located in the North Coast and Valley (average 78%), than in agencies located in all remaining geographic locations (average 70%).

Table 92, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency type.

**TABLE 92: Comparison of Line, Supervisory and Unit Commander Dispatch Personnel Working the Same Schedule by Agency Type**

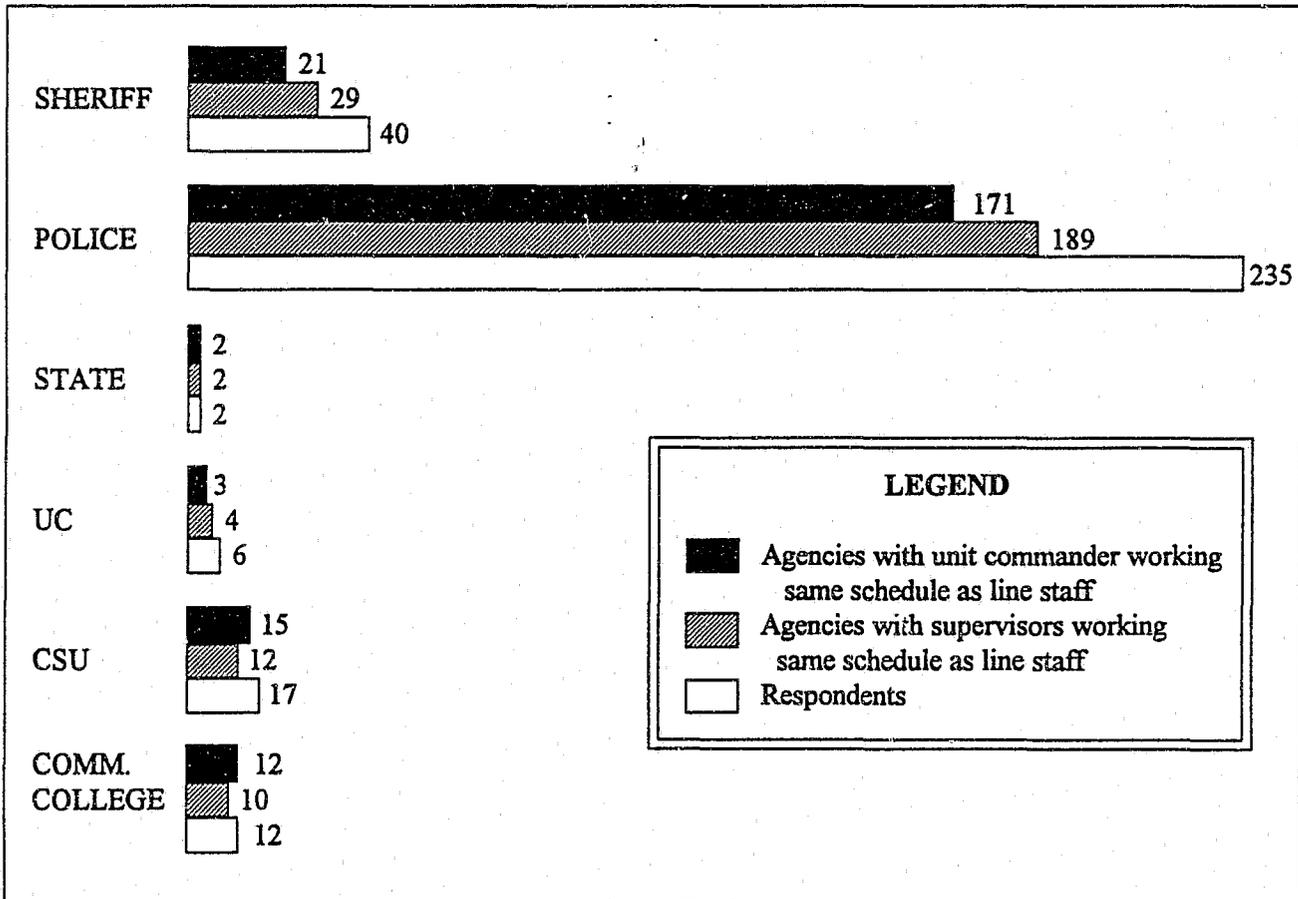


Table 93, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency size.

**TABLE 93: Comparison of Line, Supervisory and Unit Commander Dispatch Personnel Working the Same Schedule by Agency Size**

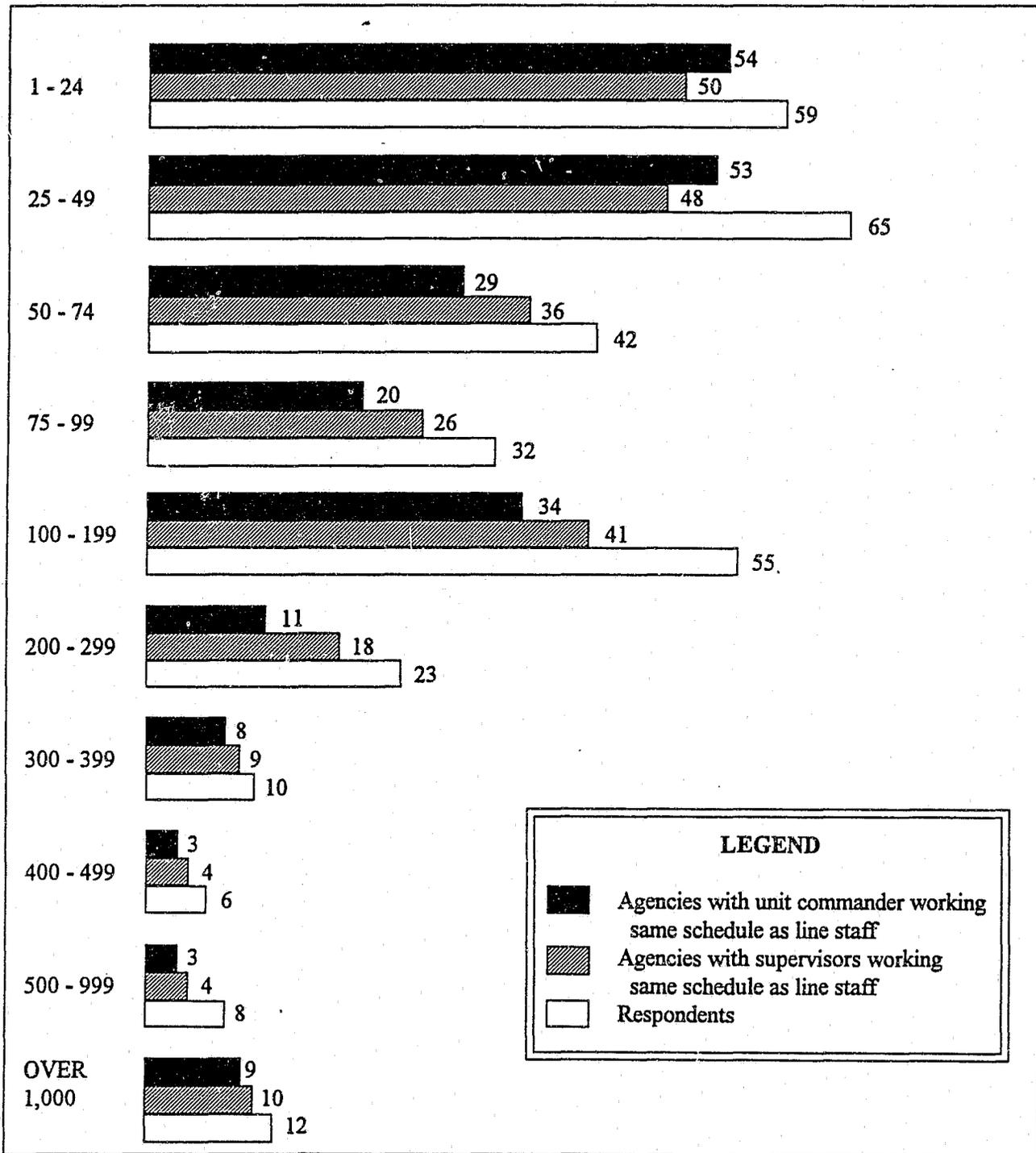
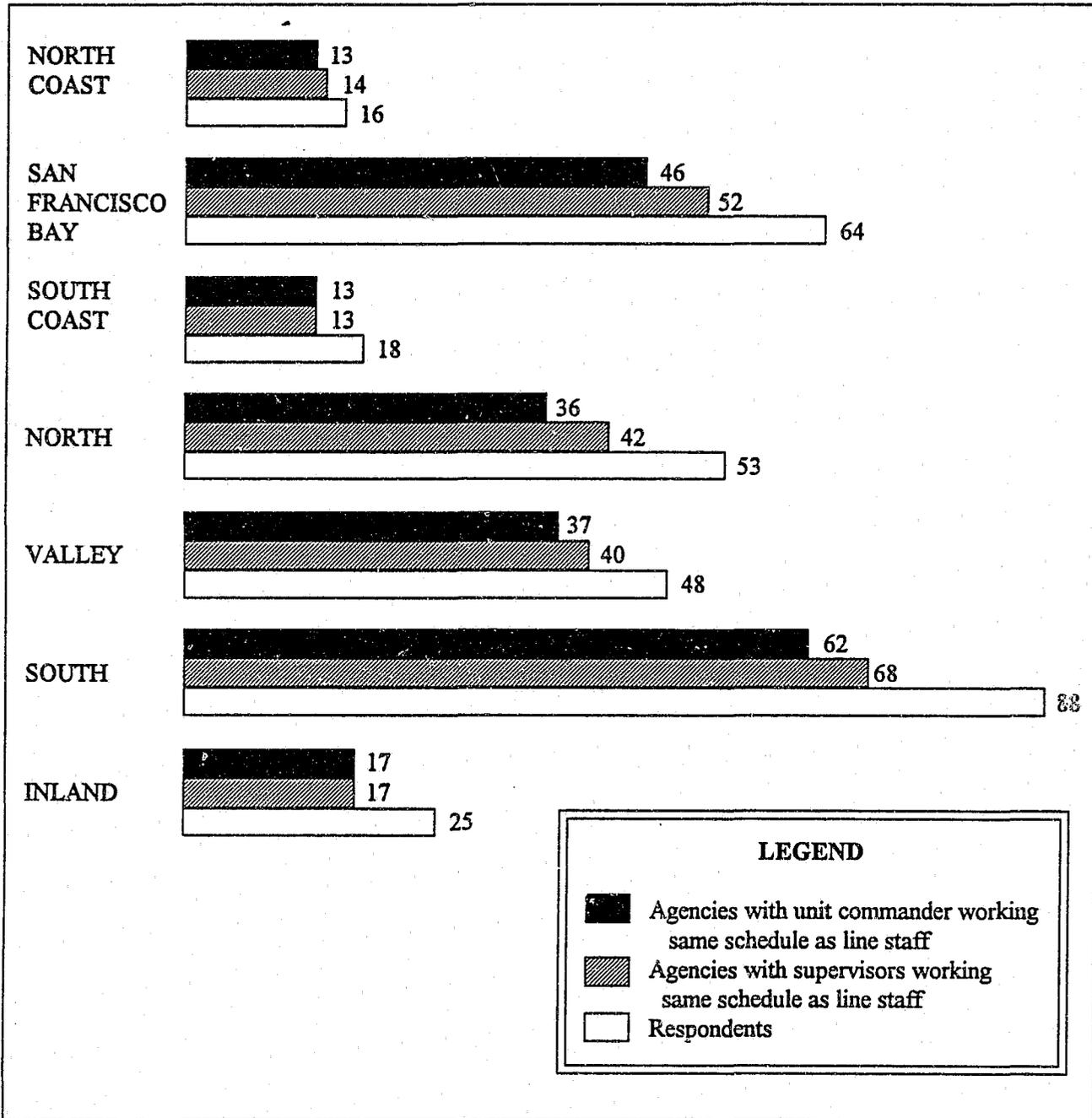


Table 94, below, depicts a comparison of the number of agencies whose line, supervisory and unit commander personnel work the same schedule by agency location.

**TABLE 94: Comparison of Line, Supervisory and Unit Commander Dispatch Personnel Working the Same Schedule by Agency Location**



## Dispatch Units' Shift Rotation Practices

Survey question 58 (Appendix 1, page 11), deals with the Dispatch unit's shift rotation practices, including:

- Do the dispatchers rotate?
- How often do dispatchers rotate?

Table 95 presents a summary of Dispatch units' rotation practices, including the total number of responding agencies, the percentage that rotate, and the sub-percentages on how often rotation occurs. Tables 96 through 98 depict the same data by agency type, size and location.

Significant findings include:

- Dispatchers rotate in 87% of responding agencies.
- A quarterly rotation was the most common rotation reported.
- 31% of sheriffs' departments and 40% of police departments use a quarterly rotation.
- Dispatchers rotate in 85% of agencies with fewer than 100 employees, 93% of agencies with 100-499 employees, and 70% of agencies with 500 or more employees.

Table 95, below, presents a summary of Dispatch units' rotation practices.

**Table 95: Summary of Dispatch Units' Rotation Practices**

TOTAL RESP. AGENCIES	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
			WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
312	270	87%	0%	2%	7%	38%	20%	24%	3%	7%

Table 96, below, presents Dispatch units' rotation practices by agency type.

**Table 96: Dispatch Units' Rotation Practices by Agency Type**

AGNCY. TYPE	TOTAL RESP. AGNC'S.	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
Sheriff	40	32	80%		3%	28%	31%	19%	13%		6%
Police	235	210	89%		2%	4%	40%	20%	24%	3%	6%
State	2	2	100%						50%		50%
UC	6	6	100%				50%	17%	17%		17%
CSU	17	14	82%		7%		36%	21%	36%		
Comm. Coll.	12	6	50%				17%		50%	17%	17%

Table 97, below, presents Dispatch units' rotation practices by agency size.

**Table 97: Dispatch Units' Rotation Practices by Agency Size**

AGNCY. SIZE	TOTAL RESP. AGNC'S	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
1-24	59	41	69%		5%	5%	39%	27%	22%		2%
25-49	65	59	91%		2%	7%	47%	15%	15%	3%	10%
50-74	42	40	95%		3%	8%	37%	17%	30%		5%
75-99	32	29	91%			7%	41%	28%	14%		10%
100-199	55	52	93%		2%	10%	36%	11%	35%	2%	4%
200-299	23	21	91%			5%	19%	38%	24%	5%	10%
300-399	10	8	80%				38%	25%	38%		
400-499	6	6	100%			17%	50%		17%	17%	
500-999	8	5	63%		20%		20%		20%	20%	20%
Over 1,000	12	9	75%				22%	22%	22%	22%	11%

Table 98, below, presents Dispatch units' rotation practices by agency location.

**Table 98: Dispatch Units' Rotation Practices by Agency Location**

AGNCY. LOC.	TOTAL RESP. AGNC'S	TOTAL THAT ROTATE	% THAT ROTATE	PERCENTAGE OF ROTATION BY HOW OFTEN							
				WKLY.	MO.	BI-MO.	QTRLY.	4-MO.	6-MO.	ANNUAL	OTHER
North Coast	16	13	81%			8%	38%	15%	54%		
S.F. Bay	64	53	83%				28%	15%	38%	8%	11%
South Coast	18	16	89%				50%	38%	12%		
North Valley	53	44	83%		2%	14%	45%	20%	9%	2%	7%
South Valley	48	41	85%		7%	12%	44%	17%	12%	2%	5%
South Inland	88	79	90%		1%	4%	35%	22%	29%	1%	8%
Inland	25	24	96%		4%	13%	46%	17%	13%	4%	4%

### **Primary Factors that Resulted in Change to Current Dispatch Unit Work Schedule**

Survey question 63 (Appendix 1, page 12), asks respondents to indicate the primary factor that resulted in the Dispatch unit's *change* from a previous work schedule to their present schedule. Five choices, an additional "fill-in" response, and a "not applicable" designation comprised the possible selections.

Significant findings include:

- 33 respondents (11%) indicated that a workload study precipitated their schedule change.
- 23 respondents (7%) indicated a choice other than the five choices offered.
- 19 respondents (6%) indicated the change was made to improve recruitment and retention.
- 16 respondents (5%) indicated that the schedule change was to make Dispatch a more desirable assignment.
- 14 respondents (4%) indicated that the schedule change was due to contract negotiations.
- 11 respondents (4%) indicated that the schedule change was the decision of the chief/sheriff.
- 196 respondents (63%) selected "not applicable" as they have never used a schedule other than the one they are presently using or the reason for change is unknown.

### **Other Factors Considered in Choosing Dispatch Unit Work Schedule**

Survey questions 64 through 68 (Appendix 1, pages 12-13) asked a variety of questions regarding the choice of the Dispatch unit work schedule.

Significant findings include:

- 173 respondents (55%) conducted a workload study prior to adopting the present schedule.
- 46 respondents (15%) reported that the Fair Labor Standards Act affected their decision to use the present schedule.
- 45 respondents (14%) reported that the present schedule helps to satisfy, in part, air quality control requirements.
- 91 respondents (29%) reported that the present schedule is specified in an M.O.U. or contract.
- 27 respondents (9%) reported that minimum staffing is specified in an M.O.U. or contract.

# **APPENDICES**

PATROL/TRAFFIC/INVESTIGATION/DISPATCH

The Commission on Peace Officer Standards and Training is conducting a survey of work schedules used in patrol, traffic, investigations, and dispatch units in California law enforcement agencies.

Your cooperation in completing this survey is appreciated. If you would like a copy of the survey report, complete the information at the bottom of this page.

Instructions for Completing the Questionnaire

- The questionnaire consists of four parts: Patrol, Traffic, Investigations, and Dispatch.
- Please read this survey in its entirety before responding to each question.
- Each part should be completed by the unit commander, or other supervisor/manager who is most knowledgeable about the operation of the unit. Please start with the Patrol Unit.
- Please complete and return the questionnaire in the attached pre-addressed envelope by *November 15, 1991*.

Questions may be directed to POST, Management Counseling Services Bureau, (916) 739-3868.

1. Agency: \_\_\_\_\_

2. County: \_\_\_\_\_

3. Total number of authorized full-time peace officer positions: 

--	--	--	--

4. Total number of authorized full-time non-peace officer positions: 

--	--	--	--

5. Contact person to whom questions may be directed:

a. Name: \_\_\_\_\_

b. Rank: \_\_\_\_\_

c. Telephone: (\_\_\_\_) \_\_\_\_\_

6. Please send a copy of the survey report to:

a. Name: \_\_\_\_\_

b. Title: \_\_\_\_\_

c. Address: \_\_\_\_\_

d. City/State/Zip: \_\_\_\_\_

Response Sheet

7. Total number of full-time peace officers assigned to patrol. (Exclude the traffic unit if it is a separate unit.)

Four empty boxes for digit entry.

8. What kind of work schedule do you primarily use? (Select from the list starting on page 14.)

One empty box for selection.

If g, l, p, y or z selected, describe: \_\_\_\_\_

9. In a 24-hour period, how many routine shifts are scheduled?

One empty box for digit entry.

a. Enter starting and ending times of all shifts, including specialized units within patrol such as K-9. (Use military time.) Indicate in the remarks section below pertinent information if you feel it is necessary to explain your agency's patrol unit shift schedule. If more than ten shifts, attach a supplementary sheet indicating remaining shifts.

Table with 3 columns: SHIFT NO., START, END. Multiple empty rows for data entry.

b. Remarks: \_\_\_\_\_

c. NOTE: Check this box if these shifts include different schedules worked in different sub-stations.

One empty checkbox.

d. Does your agency routinely assign 2-person units? (Exclude Field Training units.)

Yes/No checkboxes.

e. If your agency assigns 2-person units, indicate which shifts by shift number. If more than ten shifts, attach supplementary sheet indicating remaining shifts.

Vertical list of empty boxes for shift numbers.

PATROL WORK SCHEDULE

Response Sheet (Cont.)

10. Do patrol officers rotate or change shifts?

Yes  No

a. How often? Insert number in box.

- 1) Weekly
- 2) Monthly
- 3) Bi-monthly
- 4) Quarterly
- 5) Every four months
- 6) Semi-annually
- 7) Annually
- 8) Other, describe: \_\_\_\_\_

b. Do all shifts have approximately the same number of officers assigned to make rotation easy?

Yes  No

11. Do Patrol shift supervisors work a different schedule than patrol officers?

Yes  No

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

12. Do Patrol Unit command officers work a different schedule than patrol officers?

Yes  No

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

13. How long have you used the schedule for patrol officers?

YEARS

14. Prior to the present schedule, what kind of schedule did you use for patrol officers? (Select from the list starting on page 14 or indicate if not applicable.)

N/A

If g, l, p, y or z selected, describe: \_\_\_\_\_

15. What was the *primary* factor that resulted in the change to the present work schedule for patrol officers? *Make one choice only.* Select from list below or indicate if not applicable.

N/A

- a. Workload study indicated more efficient use of personnel
- b. Decision of the Chief of Police/Sheriff
- c. Result of contract negotiation
- d. Improve recruitment and retention
- e. Make patrol a more desirable assignment
- f. Other, describe: \_\_\_\_\_

Response Sheet (Cont.)

Please respond to the following questions as they pertain to your present schedule, regardless of the length of time the schedule has been in effect.

16. Did you analyze the patrol workload before adopting the present schedule for patrol officers?  Yes  No  Unkn

17. Did the Fair Labor Standards Act affect the decision to use the present work schedule for patrol officers?  Yes  No  Unkn

18. Does the present schedule help to satisfy, in part, air quality control requirements for your agency?  Yes  No  Unkn  
 N/A

19. Is the schedule specified in a M.O.U. or contract?  Yes  No

20. Is minimum staffing specified in a M.O.U. or contract?  Yes  No

21. Indicate the *three most significant advantages*, from the management point of view, of the existing work schedule by inserting the appropriate letters in boxes.

- a. Reduce overtime
- b. Reduce sick time
- c. More training time
- d. More days off
- e. Rotating days off
- f. Fixed days off
- g. Improved recruitment and retention
- h. Present schedule makes patrol a more desirable assignment
- i. Present schedule closely matches patrol coverage to workload, increasing productivity
- j. Present schedule assists in satisfying air quality control requirements of your county
- k. Present schedule supports team policing
- l. Present schedule supports other community-oriented programs
- m. Other, describe: \_\_\_\_\_

PATROL WORK SCHEDULE

Response Sheet (Cont.)

Three empty rectangular boxes for letter entry.

22. Indicate the three most significant disadvantages, from the management point of view, of the existing work schedule by inserting the appropriate letters in boxes.

- a. Increased overtime
b. Increased sick time
c. Less training time
d. Too many days off
e. Fewer days off
f. Lack of consistent supervision
g. Lack of report completion and review
h. Inconsistent subpoena service and court appearance of officers
i. Present schedule is mandated through a M.O.U. or contract
j. Present schedule does not closely match patrol coverage to workload
k. Present schedule helps us meet the air quality requirements, regardless of other significant patrol issues
l. Present schedule increases officer fatigue, accidents and injuries
m. Present schedule does not support team policing or community-oriented programs
n. Other, describe:

We appreciate your work to complete this survey. Please send the questionnaire to:

- If your agency has some or all of these specific units, please forward this questionnaire to the first applicable unit commander.
• If your agency does not have the following separate units, please complete only the top portion of the pages for those units:

Traffic Unit .....Page 6
Investigations Unit .....Page 8
Dispatch Unit .....Page 11

Response Sheet

23. IF YOU DO NOT HAVE A TRAFFIC UNIT, INDICATE HOW YOU HANDLE TRAFFIC ACCIDENTS. Select from the list below, inserting letter in box.

- a. Patrol Unit handles traffic accidents
- b. The CHP/other agency handles traffic accidents
- c. Other, describe: \_\_\_\_\_

DO NOT COMPLETE THE REMAINDER OF THIS PORTION OF THE QUESTIONNAIRE IF YOU DO NOT HAVE A TRAFFIC UNIT. PLEASE FORWARD THE QUESTIONNAIRE TO THE CONTACT PERSON NAMED IN QUESTION 5, ON PAGE 1.

24. Total number of full-time peace officers assigned to traffic?

25. What kind of work schedule do you use? (Select from the list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

26. In a 24-hour period, how many shifts are scheduled?

a. Enter starting and ending times of all shifts. (Use military time.) If more than ten shifts, attach a supplementary sheet indicating remaining shifts.

SHIFT NO.	START	END

27. Do traffic officers rotate or change shifts?  Yes  No

a. How often? Insert number in box.

- 1) Weekly
- 2) Monthly
- 3) Bi-monthly
- 4) Quarterly
- 5) Every four months
- 6) Semi-annually
- 7) Annually
- 8) Other, describe: \_\_\_\_\_

**TRAFFIC WORK SCHEDULE**

**Response Sheet (Cont.)**

28. Do Traffic Unit shift supervisors work a different schedule than traffic officers?  Yes  No  
   
 a. If yes, what type of work schedule? (Select from list starting on page 14.)  
 If g, l, p, y or z selected, describe: \_\_\_\_\_
- 
29. Do Traffic Unit command officers work a different schedule than traffic officers? Enter yes, no or not applicable.  Yes  No  N/A  
   
 a. If yes, what type of work schedule? (Select from list starting on page 14.)  
 If g, l, p, y or z selected, describe: \_\_\_\_\_
- 
30. How long have you used the schedule for traffic officers?  YEARS
31. Prior to the present schedule, what kind of schedule did you use for traffic officers? (Select from the list starting on page 14 or indicate if not applicable.)   N/A
- If g, l, p, y or z selected, describe: \_\_\_\_\_
- 
32. What was the *primary* factor that resulted in the change to the present work schedule for traffic officers? *Make one choice only.* Select from list below or indicate if not applicable.   N/A
- a. Workload study indicated more efficient use of personnel
  - b. Decision of the Chief of Police/Sheriff
  - c. Result of contract negotiation
  - d. Improve recruitment and retention
  - e. Make traffic a more desirable assignment
  - f. Other, describe: \_\_\_\_\_

Please respond to the following questions as they pertain to your present schedule, regardless of the length of time the schedule has been in effect.

33. Did you analyze the traffic workload before adopting the present schedule for traffic officers?  Yes  No  Unkn
34. Did the Fair Labor Standards Act affect the decision to use the present work schedule for traffic officers?  Yes  No  Unkn
35. Does the present schedule help to satisfy, in part, air quality control requirements for your agency?  Yes  No  Unkn  
 N/A
36. Is the schedule specified in a M.O.U. or contract?  Yes  No
37. Is minimum staffing specified in a M.O.U. or contract?  Yes  No

We appreciate your work to complete this survey. Please send the questionnaire to the Investigations Unit Commander.

If your agency does not have an Investigations Unit, please send this questionnaire to the Dispatch Unit Commander.

If your agency does not have a Dispatch Unit, please send the questionnaire to the contact person named in Question 5, on page 1.



INVESTIGATION WORK SCHEDULE

Response Sheet (Cont.)

42. Do investigators rotate or change shifts?

Yes  No

a. How often? Insert number in box.

- 1) Weekly
- 2) Monthly
- 3) Bi-monthly
- 4) Quarterly
- 5) Every four months
- 6) Semi-annually
- 7) Annually
- 8) Other, describe: \_\_\_\_\_

43. Do investigative supervisors work a different schedule than investigators?

Yes  No

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

44. Do Investigations Unit command officers work a different schedule than investigators? Indicate yes, no, or not applicable.

Yes  No  N/A

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

45. How long have you used the schedule for investigators?

YEARS

46. Prior to the present schedule, what kind of schedule did you use for investigators? (Select from the list starting on page 14 or indicate if not applicable.)

N/A

If g, l, p, y or z selected, describe: \_\_\_\_\_

47. What was the *primary* factor that resulted in the change to the present work schedule for investigators? *Make one choice only.* Select from list below or indicate if not applicable.

N/A

- a. Workload study indicated more efficient use of personnel
- b. Decision of the Chief of Police/Sheriff
- c. Result of contract negotiation
- d. Improve recruitment and retention
- e. Make investigations a more desirable assignment
- f. Other, describe: \_\_\_\_\_

*Response Sheet (Cont.)*

Please respond to the following questions as they pertain to your present schedule, regardless of the length of time the schedule has been in effect.

48. Did you analyze the investigations workload before adopting the present schedule for investigators?  Yes  No  Unkn

49. Did the Fair Labor Standards Act affect the decision to use the present work schedule for investigators?  Yes  No  Unkn

50. Does the present schedule help to satisfy, in part, air quality control requirements for your agency?  Yes  No  Unkn  
 N/A

51. Is the schedule specified in a M.O.U. or contract?  Yes  No

52. Is minimum staffing specified in a M.O.U. or contract?  Yes  No

We appreciate your work to complete this survey. Please send the questionnaire to the Dispatch Unit Commander.

If your agency does not have a Dispatch Unit, please send the questionnaire to the contact person named in Question 5, on page 1.

Response Sheet

53. IF YOU DO NOT HAVE A DISPATCH UNIT, INDICATE HOW YOU HANDLE DISPATCHING. Select from the list below, inserting letter in box.

a. Another agency handles dispatching for our agency

b. Other, describe: \_\_\_\_\_

DO NOT COMPLETE THE REMAINDER OF THIS PORTION OF THE QUESTIONNAIRE IF YOU DO NOT HAVE A DISPATCH UNIT. PLEASE FORWARD THE COMPLETED QUESTIONNAIRE TO THE CONTACT PERSON NAMED IN QUESTION 5, ON PAGE 1.

54. Total number of personnel assigned to Dispatch.

55. Are records personnel included in the same organizational unit as dispatchers?  Yes  No

a. If yes, are they cross-trained to both assignments?  Yes  No

56. What kind of work schedule do you use? (Select from the list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

57. In a 24-hour period, how many shifts are scheduled?

a. Enter starting and ending times of all shifts. (Use military time.) If more than ten shifts, attach a supplementary sheet indicating remaining shifts.

SHIFT NO.	START	END

58. Do dispatchers rotate or change shifts?  Yes  No

a. How often? Insert number in box.

- 1) Weekly
- 2) Monthly
- 3) Bi-monthly
- 4) Quarterly
- 5) Every four months
- 6) Semi-annually
- 7) Annually
- 8) Other, describe: \_\_\_\_\_

**DISPATCH WORK SCHEDULE**

**Response Sheet (Cont.)**

59. Do dispatch shift supervisors work a different schedule than dispatchers? Please respond to this question even if supervision of the dispatch function is provided by another unit, such as patrol.  Yes  No

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

60. Does the Dispatch Unit Commander work a different schedule than dispatchers? Please respond to this question even if management of the dispatch function is provided by another unit, such as patrol. Indicate yes, no, or not applicable.  Yes  No  N/A

a. If yes, what type of work schedule? (Select from list starting on page 14.)

If g, l, p, y or z selected, describe: \_\_\_\_\_

61. How long have you used the schedule for dispatchers?  YEARS

62. Prior to the present schedule, what kind of schedule did you use for dispatchers? (Select from the list starting on page 14 or indicate if not applicable.)   N/A

If g, l, p, y or z selected, describe: \_\_\_\_\_

63. What was the *primary* factor that resulted in the change to the present work schedule for dispatchers? *Make one choice only.* Select from list below or indicate if not applicable.   N/A

- a. Workload study indicated more efficient use of personnel
- b. Decision of the Chief of Police/Sheriff
- c. Result of contract negotiation
- d. Improve recruitment and retention
- e. Make dispatch a more desirable assignment
- f. Other, describe: \_\_\_\_\_

Please respond to the following questions as they pertain to your present schedule, regardless of the length of time the schedule has been in effect.

64. Did you analyze the dispatch workload prior to adopting the present schedule for dispatchers?  Yes  No  Unkn

65. Did the Fair Labor Standards Act affect the decision to use the present work schedule for dispatchers?  Yes  No  Unkn

66. Does the present schedule help to satisfy, in part, air quality control requirements for your agency?  Yes  No  Unkn  
 N/A

*Response Sheet (Cont.)*

67. Is the schedule specified in a M.O.U. or contract?

Yes  No

68. Is minimum staffing specified in a M.O.U. or contract?

Yes  No

We appreciate your work to complete this survey. Please send the completed questionnaire to the contact person named in Question 5, on page 1.

## Eight-Hour Workday

### Teams

- a. 5-2 (5 workdays, followed by 2 days off, team and supervisor have same days off)
- b. 6-3 (6 workdays, followed by 3 days off, team and supervisor have same days off)
- c. 5-2/6-3 (5 workdays, followed by 2 days off; then 6 workdays, followed by 3 days off, team and supervisor have same days off)

### No Teams

- d. 5-2 (5 workdays, followed by 2 days off, days off are different, including days off of the supervisor)
- e. 6-3 (6 workdays followed by 3 days off, days off are different, including days off of the supervisor)
- f. 5-2/6-3 (5 workdays, followed by 2 days off; then 6 workdays, followed by 3 days off, days off are different, including days off of the supervisor)
- g. Other 8-plan not described above

## Nine-Hour Workday

### Teams

- h. 5-2/4-3 or 5-3/4-2 (5 workdays, followed by 2 days off, followed by 4 workdays, followed by 3 days off, team and supervisor have same days off)

In this schedule, some personnel may work 5 days, followed by 3 days off, followed by 4 workdays, followed by 2 days off.

- i. 6-3 (6 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours/days off, team and supervisor have same days off)

### No Teams

- j. 5-2/4-3 or 5-3/4-2 (5 workdays, followed by 2 days off, followed by 4 workdays, followed by 3 days off, days off are different, including days off of the supervisor)
- k. 6-3 (6 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours/days off, days off are different, including days off of the supervisor)
- l. Other 9-plan not described above

## Ten-Hour Workday

### Teams

- m. 4-3 (4 workdays, followed by 3 days off; no common workday; team and supervisor have same days off)
- n. 4-3 (4 workdays, followed by 3 days off; team and supervisor have same days off; all share a common workday)

### No Teams

- o. 4-3 (4 workdays, followed by 3 days off; days off are different, including days off of the supervisor)
- p. Other 4-10 plan not described above

## Twelve-Hour Workday

### Teams

- q. 3-3 (3 workdays, followed by 3 days off; all personnel share a common workday on which they work on alternate weeks, team and supervisor have same days off)
- r. 3-3 (3 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours off, team and supervisor have same days off)
- s. 4-3 (4 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours off, team and supervisor have same days off)
- t. 3-4 (3 workdays, followed by 4 days off; personnel are periodically required to work additional hours, team and supervisor have same days off)

### No Teams

- u. 3-3 (3 workdays, followed by 3 days off; all personnel share a common workday on which they work on alternate weeks, days off are different, including days off of the supervisor)
- v. 3-3 (3 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours off, days off are different, including days off of the supervisor)
- w. 4-3 (4 workdays, followed by 3 days off; personnel are periodically scheduled to take extra hours off, days off are different, including days off of the supervisor)
- x. 3-4 (3 workdays, followed by 4 days off; personnel are periodically required to work additional hours, days off are different, including days off of the supervisor)
- y. Other 12-plan not described above

## Other Work Schedule

- z. Other work schedule if number of hours worked per day is not 8, 9, 10 or 12.

# PATROL

## WORK SCHEDULES\* BY AGENCY TYPE

### SCHEDULE A 8-HOUR WORKDAY (5-2) TEAMS

Arcata PD	Kingsburg PD	Trinidad PD	Allen Hancock
Burbank PD	Oakland PD	Tustin PD	Com. Coll. PD
Claremont PD	Ontario PD	Ukiah PD	Merced Com.
Colton PD	Rohnert Park PD	Willits PD	Coll. PD
Fairfax PD	San Carlos PD		
Hemet PD	Santa Paula PD	Imperial Co.	
Yone PD	Scotts Valley PD	SD	

### SCHEDULE B 8-HOUR WORKDAY (6-3) TEAMS

Lake Shastina PD	Los Banos PD	Patterson PD
Livingston PD	Modesto PD	South San Francisco
		PD

### SCHEDULE D 8-HOUR WORKDAY (5-2) NO TEAMS

Angels PD	El Cajon PD	LaVerne PD	Reedley PD
Arvin PD	El Centro PD	Lemoore PD	Rialto PD
Atascadero PD	El Cerrito PD	Lincoln PD	Ridgecrest PD
Atherton PD	Emeryville PD	Lompoc PD	Rio Dell PD
Auburn PD	Escondido PD	Madera PD	Ripon PD
Baldwin Park PD	Exeter PD	Hammoth Lakes PD	Riverbank PD
Barstow PD	Fairfield PD	Marina PD	San Fernando PD
Belmont PD	Ferndale PD	Martinez PD	San Rafael PD
Belvedere PD	Fort Bragg PD	Marysville PD	Sand City PD
Bishop PD	Fortuna PD	Maywood PD	Santa Ana PD
Blue Lake PD	Glendale PD	Merced PD	Santa Maria PD
Blythe PD	Gonzales PD	Mill Valley PD	Sausalito PD
Burlingame PD	Grass Valley PD	Millbrae PD	Seaside PD
Calxico PD	Greenfield PD	Montebello PD	Selma PD
California City PD	Guadalupe PD	Noraga PD	Soledad PD
Campbell PD	Gustine PD	Mt. Shasta PD	Sonoma PD
Carlsbad PD	Hanford PD	Newman PD	St. Helena PD
Carmel-by-the-Sea	Hillsborough PD	Oakdale PD	Suisun City PD
PD	Hollister PD	Oceanside PD	Tiburon PD
Chowchilla PD	Holtville PD	Pacific Grove PD	Tulare PD
Coachella PD	Hughson PD	Paradise PD	Twin Cities PD
Colma PD	Indio PD	Pasadena PD	Upland PD
Corning PD	Irwindale PD	Pismo Beach PD	West Sacramento PD
Crescent City PD	Isleton PD	Pleasant Hill PD	Wheatland PD
Daly City PD	Jackson PD	Pleasanton PD	Winters PD
Davis PD	Kerman PD	Port Hueneeme PD	
Delano PD	Lakeport PD	Porterville PD	

**SCHEDULE D**  
**8-HOUR WORKDAY (5-2)**  
**NO TEAMS**  
**(Continued)**

Alameda Co. SD	Siskiyou Co. SD	CSU Hayward PD	Fremont-Newark
Contra Costa Co. SD	Solano Co. SD	CSU Long Beach PD	Com. Coll. PD
Inyo Co. SD	Tehama Co. SD	CSU Pomona PD	Pasadena
Kings Co. SD	Tulare Co. SD	CSU Sacramento PD	Com. Coll. PD
Lake Co. SD	Yuba Co. SD	CSU San Diego PD	Peralta
Lassen Co. SD		CSU San Francisco	Com. Coll. DPS
Los Angeles Co. SD	California State	PD	San Diego
Madera Co. SD	Police	CSU San Jose PD	Com. Coll. PD
Marin Co. SD		CSU San Luis Obispo	San Joaquin Delta
Mendocino Co. SD	UC Irvine PD	PD	Com. Coll. PD
Merced Co. SD	UC Los Angeles PD	CSU Sonoma PD	Santa Rosa
Monterey Co. SD	UC Riverside PD	CSU Stanislaus PD	Com. Coll. PD
Orange Co. SD	UC Santa Barbara PD		State Center
San Bernardino Co.		Contra Costa	Com. Coll. PD
SD	CSU Bakersfield PD	Com. Coll. PD	W. Valley-Mission
San Diego Co. SD	CSU Chico PD	Foothill-Deanza	Com. Coll. DPS
Sierra Co. SD	CSU Fresno PD	Com. Coll. DPS	

**SCHEDULE E**  
**8-HOUR WORKDAY (6-3)**  
**NO TEAMS**

Ceres PD	Red Bluff PD	Yuba City PD	Stanislaus Co.
Escalon PD	Turlock PD		SD
Gridley PD	Waterford PD		Yolo Co. SD

**SCHEDULE G**  
**OTHER 8-PLAN**

Benicia PD	Camarillo PD	Corcoran PD	Ventura Co. SD
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**SCHEDULE H**  
**9-HOUR WORKDAY**  
**(5-2/4-3 OR 5-3/4-2)**  
**TEAMS**

Capitola PD
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\*See Appendix 1, pages 14-15, for complete description

**SCHEDULE J**  
**9-HOUR WORKDAY**  
**(5-2/4-3 OR 5-3/4-2)**  
**NO TEAMS**

Anaheim PD	Costa Mesa PD	Los Altos PD	Placentia PD
Compton PD	Cypress PD	Morro Bay PD	Placerville PD
Corona PD	Fremont PD	Newark PD	Tracy PD
Coronado PD	Grover City PD	Orange PD	Westminster PD

**SCHEDULE L**  
**OTHER 9-PLAN**

Livermore PD	Hilpitas PD	Woodland PD	Napa Co. SD
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**SCHEDULE M**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**NO COMMON WORKDAY**

BART PD	Huntington Beach PD	South Lake Tahoe	Vallejo PD
East Bay Reg.	San Bernardino PD	PD	
Prk. Dist. PD	San Francisco PD	Sunnyvale PD	CSU Humboldt PD

**SCHEDULE N**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**COMMON WORKDAY**

Bakersfield PD	Mountain View PD	San Jose PD	Kern Co. SD
Berkeley PD	Napa PD	Santa Clara PD	Placer Co. SD
Chula Vista PD	National City PD	Santa Rosa PD	Santa Cruz Co. SD
Concord PD	Pomona PD	Southgate PD	Sutter Co. SD
Garden Grove PD	Richmond PD	Vacaville PD	Tuolumne Co. SD
Gilroy PD	Rocklin PD		
Huntington Park	Sacramento PD	Butte Co. SD	Cabrillo Com. Coll.
PD	San Diego PD	Humboldt Co. SD	PD

**SCHEDULE O  
10-HOUR WORKDAY (4-3)  
NO TEAMS**

Albany PD	Fullerton PD	Redondo Beach PD	Nevada Co. SD
Atwater PD	Gardena PD	Redwood City PD	Sacramento Co. SD
Azusa PD	Glendora PD	Rio Vista PD	SD
Bell PD	Half Moon Bay PD	Roseville PD	San Luis Obispo Co. SD
Beverly Hills PD	Hayward PD	San Bruno PD	Sonoma Co. SD
Brentwood PD	Healdsburg PD	San Mateo PD	
Calistoga PD	Imperial PD	Santa Monica PD	
Carpinteria PD	Inglewood PD	Seal Beach PD	UC Berkeley PD
Chico PD	Irvine PD	Sebastopol PD	UC Santa Cruz PD
Clearlake PD	La Habra PD	Simi Valley PD	
Cloverdale PD	Manhattan Beach PD	Stallion Springs PD	CSU Dominguez Hills PD
Colfax PD	Monrovia PD	Union City PD	CSU Fullerton PD
Cotati PD	Montclair PD	Ventura PD	CSU San Bernardino DPS
Covina PD	Morgan Hill PD	Vernon PD	
Dinuba PD	Nevada City PD	Visalia PD	
Dixon PD	Novato PD	Weed PD	
Downey PD	Oxnard PD	Yreka PD	Cerritos Com. Coll. PD
Dunsmuir PD	Pacific PD		San Jose/Evergreen Com. Coll. PD
El Segundo PD	Palm Springs PD	Amador Co. SD	
Eureka PD	Petaluma PD	Colusa Co. SD	
Fontana PD	Pinole PD	El Dorado Co. SD	
Fountain Valley PD	Redding PD	Glenn Co. SD	

**SCHEDULE P  
OTHER 10-PLAN**

Antioch PD	Lodi PD	Santa Cruz PD	Calaveras Co. SD
Chino PD	Monterey PD	Stockton PD	San Joaquin Co. SD
Culver City PD	Palo Alto PD		
Fresno PD	Salinas PD		

**SCHEDULE R  
12-HOUR WORKDAY (3-3)  
TEAMS**

Broadmoor PD

**SCHEDULE S  
12-HOUR WORKDAY (4-3)  
TEAMS**

Adelanto PD      Signal Hill PD

**SCHEDULE T  
12-HOUR WORKDAY (3-4)  
TEAMS**

Alhambra PD	La Palma PD	San Benito Co. SD
Beaumont PD	Los Alamitos PD	San Mateo Co. SD
El Monte PD	South Pasadena PD	Santa Barbara Co. SD
Folsom PD	West Covina PD	

**SCHEDULE V  
12-HOUR WORKDAY (3-3)  
NO TEAMS**

Arroyo Grande PD

**SCHEDULE X  
12-HOUR WORKDAY (3-4)  
NO TEAMS**

Hawthorne PD	Palos Verdes Estates PD	San Luis Obispo PD	El Camino Com. Coll. PD
Monterey Park PD			

**SCHEDULE Y  
OTHER 12-PLAN**

Banning PD	Brisbane PD	Dorris PD	San Clemente PD
Bear Valley PD	Clayton PD	Laguna Beach PD	San Juan Bautista PD

**SCHEDULE Z  
OTHER WORK SCHEDULE  
(HOURS WORKED PER DAY NOT 8, 9, 10 OR 12)**

Arcadia PD	Los Gatos PD	Mariposa Co. SD
Dos Palos PD	Manteca PD	Riverside Co. SD
Foster City PD	San Marino PD	
Hercules PD	Sierra Madre PD	UC San Diego PD
La Mesa PD	Walnut Creek PD	
Long Beach PD	Whittier PD	Butte Com. Coll. PD

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH COAST**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Cloverdale PD	o	10-Plan (4-3, no teams)
Crescent City PD	d	8-Plan (5-2, no teams)
CSU Sonoma PD	d	8-Plan (5-2, no teams)
Ferndale PD	d	8-Plan (5-2, no teams)
Fortuna PD	d	8-Plan (5-2, no teams)
Santa Rosa Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sebastopol PD	o	10-Plan (4-3, no teams)
Trinidad PD	a	8-Plan (5-2, teams)
Willits PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Humboldt Co. SD	n	10-Plan (4-3, teams)
Mendocino Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Santa Rosa PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arcata PD	a	8-Plan (5-2, teams)
Cotati PD	o	10-Plan (4-3, no teams)
Fort Bragg PD	d	8-Plan (5-2, no teams)
Healdsburg PD	o	10-Plan (4-3, no teams)
Ukiah PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sonoma Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Petaluma PD	o	10-Plan (4-3, no teams)
Rohnert Park PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**SAN FRANCISCO BAY**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Atherton PD	d	8-Plan (5-2, no teams)
Belvedere PD	d	8-Plan (5-2, no teams)
Brentwood PD	o	10-Plan (4-3, no teams)
Brisbane PD	y	Other 12-Plan
Broadmoor PD	r	12-Plan (3-3, teams)
Clayton PD	y	Other 12-Plan
Colma PD	d	8-Plan (5-2, no teams)
Contra Costa		
Comm. Coll. PD	d	8-Plan (5-2, no teams)
CSU Hayward PD	d	8-Plan (5-2, no teams)
Fairfax PD	a	8-Plan (5-2, teams)
Foothill-Deanze		
Comm. Coll. PD	d	8-Plan (5-2, no teams)
Fremont-Newark		
Comm. Coll. PD	d	8-Plan (5-2, no teams)
Half Moon Bay PD	o	10-Plan (4-3, no teams)
Moraga PD	d	8-Plan (5-2, no teams)
San Jose/Evergreen		
Comm. Coll. PD	o	10-Plan (4-3, no teams)
Tiburon PD	d	8-Plan (5-2, no teams)
West Valley-Mission		
Comm. Coll. PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Burlingame PD	d	8-Plan (5-2, no teams)
Campbell PD	d	8-Plan (5-2, no teams)
Foster City PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Gilroy PD	n	10-Plan (4-3, teams)
Martinez PD	d	8-Plan (5-2, no teams)
Newark PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Novato PD	o	10-Plan (4-3, no teams)
Pacifica PD	o	10-Plan (4-3, no teams)
Pleasant Hill PD	d	8-Plan (5-2, no teams)
San Bruno PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
East Bay Regional		
Park Dist. PD	m	10-Plan (4-3, teams)
Los Gatos PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Albany PD	o	10-Plan (4-3, no teams)
Belmont PD	d	8-Plan (5-2, no teams)
CSU San Francisco PD	d	8-Plan (5-2, no teams)
CSU San Jose PD	d	8-Plan (5-2, no teams)
El Cerrito PD	d	8-Plan (5-2, no teams)
Emeryville PD	d	8-Plan (5-2, no teams)
Hercules PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Hillsborough PD	d	8-Plan (5-2, no teams)
Los Altos PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Mill Valley PD	d	8-Plan (5-2, no teams)
Millbrae PD	d	8-Plan (5-2, no teams)
Morgan Hill PD	o	10-Plan (4-3, no teams)
Peralta		
Comm. Coll. PD	d	8-Plan (5-2, no teams)
Pinole PD	o	10-Plan (4-3, no teams)
San Carlos PD	a	8-Plan (5-2, teams)
Sausalito PD	d	8-Plan (5-2, no teams)
Twin Cities PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alameda Co. SD	d	8-Plan (5-2, no teams)
Antioch PD	p	Other 10-Plan
BART PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Daly City PD	d	8-Plan (5-2, no teams)
Livermore PD	l	Other 9-Plan
Milpitas PD	l	Other 9-Plan
Mountain View PD	n	10-Plan (4-3, teams)
Palo Alto PD	p	Other 10-Plan
Pleasanton PD	d	8-Plan (5-2, no teams)
Redwood City PD	o	10-Plan (4-3, no teams)
San Mateo PD	o	10-Plan (4-3, no teams)
San Rafael PD	d	8-Plan (5-2, no teams)
Santa Clara PD	n	10-Plan (4-3, teams)
South San Francisco PD	b	8-Plan (6-3, teams)
UC Berkeley PD	o	10-Plan (4-3, no teams)
Union City PD	o	10-Plan (4-3, no teams)
Walnut Creek PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**SAN FRANCISCO BAY (Contd.)**

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Berkeley PD	n	10-Plan (4-3, teams)
Concord PD	n	10-Plan (4-3, teams)
Hayward PD	o	10-Plan (4-3, no teams)
Marin Co. SD	d	8-Plan (5-2, no teams)
Richmond PD	n	10-Plan (4-3, teams)
Sunnyvale PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Contra Costa Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Fremont PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
San Mateo Co. SD	t	12-Plan (3-4, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Oakland PD	a	8-Plan (5-2, teams)
San Francisco PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
San Jose PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

## PATROL WORK SCHEDULES USED BY AREA AND SIZE

### SOUTH COAST

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Allan Hancock Comm. Coll. PD	a	8-Plan (5-2, teams)
Cabrillo Comm. Coll. PD	n	10-Plan (4-3, teams)
Gonzales PD	d	8-Plan (5-2, no teams)
Greenfield PD	d	8-Plan (5-2, no teams)
Guadalupe PD	d	8-Plan (5-2, no teams)
San Juan Bautista PD	y	Other 12-Plan
Sand City PD	d	8-Plan (5-2, no teams)
Scotts Valley PD	a	8-Plan (5-2, teams)
Soledad PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arroyo Grande PD	v	12-Plan (3-3, no teams)
Atascadero PD	d	8-Plan (5-2, no teams)
Capitola PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Carmel-by-the- Sea PD	d	8-Plan (5-2, no teams)
Carpinteria PD	o	10-Plan (4-3, no teams)
CSU San Luis Obispo PD	d	8-Plan (5-2, no teams)
Grover City PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Hollister PD	d	8-Plan (5-2, no teams)
Marina PD	d	8-Plan (5-2, no teams)
Morro Bay PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Pacific Grove PD	d	8-Plan (5-2, no teams)
Pismo Beach PD	d	8-Plan (5-2, no teams)
San Benito Co. SD	t	12-Plan (3-4, teams)
UC Santa Barbara PD	d	8-Plan (5-2, no teams)
UC Santa Cruz PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Lompoc PD	d	8-Plan (5-2, no teams)
Seaside PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Monterey PD	p	Other 10-Plan
San Luis Obispo PD	x	12-Plan (3-4, no teams)
Santa Maria PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Salinas PD	p	Other 10-Plan
Santa Cruz PD	p	Other 10-Plan

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
San Luis Obispo Co. SD	o	10-Plan (4-3, no teams)
Santa Cruz Co. SD	n	10-Plan (4-3, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Santa Barbara Co. SD	t	12-Plan (3-4, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Monterey Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Blue Lake PD	d	8-Plan (5-2, no teams)
Butte Comm. Coll. PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Calistoga PD	o	10-Plan (4-3, no teams)
Colfax PD	o	10-Plan (4-3, no teams)
Corning PD	d	8-Plan (5-2, no teams)
CSU Chico PD	d	8-Plan (5-2, no teams)
CSU Humboldt PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
CSU Sacramento PD	d	8-Plan (5-2, no teams)
Dixon PD	o	10-Plan (4-3, no teams)
Dorris PD	y	Other 12-Plan
Dunsmuir PD	o	10-Plan (4-3, no teams)
Gridley PD	e	8-Plan (6-3, no teams)
Ione PD	a	8-Plan (5-2, teams)
Isleton PD	d	8-Plan (5-2, no teams)
Jackson PD	d	8-Plan (5-2, no teams)
Lake Shastina PD	b	8-Plan (6-3, teams)
Lakeport PD	d	8-Plan (5-2, no teams)
Lincoln PD	d	8-Plan (5-2, no teams)
Mt. Shasta PD	d	8-Plan (5-2, no teams)
Nevada City PD	o	10-Plan (4-3, no teams)
Rio Dell PD	d	8-Plan (5-2, no teams)
Rio Vista PD	o	10-Plan (4-3, no teams)
Sierra Co. SD	d	8-Plan (5-2, no teams)
St. Helena PD	d	8-Plan (5-2, no teams)
Weed PD	o	10-Plan (4-3, no teams)
Wheatland PD	d	8-Plan (5-2, no teams)
Winters PD	d	8-Plan (5-2, no teams)
Yreka PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Auburn PD	d	8-Plan (5-2, no teams)
Clearlake PD	o	10-Plan (4-3, no teams)
Colusa Co. SD	o	10-Plan (4-3, no teams)
Folsom PD	t	12-Plan (3-4, teams)
Grass Valley PD	d	8-Plan (5-2, no teams)
Marysville PD	d	8-Plan (5-2, no teams)
Paradise PD	d	8-Plan (5-2, no teams)
Placerville PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Red Bluff PD	e	8-Plan (6-3, no teams)
Rocklin PD	n	10-Plan (4-3, teams)
Suisun City PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Amador Co. SD	o	10-Plan (4-3, no teams)
Benicia PD	g	Other 8-Plan
Davis PD	d	8-Plan (5-2, no teams)
Eureka PD	o	10-Plan (4-3, no teams)
Glenn Co. SD	o	10-Plan (4-3, no teams)
Woodland PD	i	Other 9-Plan
Yuba City PD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Chico PD	o	10-Plan (4-3, no teams)
Lassen Co. SD	d	8-Plan (5-2, no teams)
Napa Co. SD	l	Other 9-Plan
Siskiyou Co. SD	d	8-Plan (5-2, no teams)
South Lake Tahoe PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Tehama Co. SD West	d	8-Plan (5-2, no teams)
Sacramento PD	d	8-Plan (5-2, no teams)
Yuba Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Butte Co. SD	n	10-Plan (4-3, teams)
Fairfield PD	d	8-Plan (5-2, no teams)
Lake Co. SD	d	8-Plan (5-2, no teams)
Napa PD	n	10-Plan (4-3, teams)
Nevada Co. SD	o	10-Plan (4-3, no teams)
Redding PD	o	10-Plan (4-3, no teams)
Roseville PD	o	10-Plan (4-3, no teams)
Sutter Co. SD	n	10-Plan (4-3, teams)
Vacaville PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
El Dorado Co. SD	o	10-Plan (4-3, no teams)
Vallejo PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Yolo Co. SD	e	8-Plan (6-3, no teams)

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH (Contd.)**

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Placer Co. SD	n	10-Plan (4-3, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sacramento PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
California State Police	d	8-Plan (5-2, no teams)
Solano Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Sacramento Co. SD	o	10-Plan (4-3, no teams)

\*See Appendix 1, pages 14-15, for complete description

## PATROL WORK SCHEDULES USED BY AREA AND SIZE

### VALLEY

AGENCY SIZE: 1-24		
Agency	Schedule	Description*
Angels PD	d	8-Plan (5-2, no teams)
Arvin PD	d	8-Plan (5-2, no teams)
Bear Valley PD	y	Other 12-Plan
California City PD	d	8-Plan (5-2, no teams)
Chowchilla PD	d	8-Plan (5-2, no teams)
Corcoran PD	g	Other 8-Plan
CSU Bakersfield PD	d	8-Plan (5-2, no teams)
CSU Stanislaus PD	d	8-Plan (5-2, no teams)
Dos Palos PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Escalon PD	e	8-Plan (6-3, no teams)
Exeter PD	d	8-Plan (5-2, no teams)
Gustine PD	d	8-Plan (5-2, no teams)
Hughson PD	d	8-Plan (5-2, no teams)
Kerman PD	d	8-Plan (5-2, no teams)
Kingsburg PD	a	8-Plan (5-2, teams)
Livingston PD	b	8-Plan (6-3, teams)
Merced Comm. Coll. PD	a	8-Plan (5-2, teams)
Newman PD	d	8-Plan (5-2, no teams)
Patterson PD	b	8-Plan (6-3, teams)
Ripon PD	d	8-Plan (5-2, no teams)
Riverbank PD	d	8-Plan (5-2, no teams)
San Joaquin Delta Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sonora PD	d	8-Plan (5-2, no teams)
Stallion Springs PD	o	10-Plan (4-3, no teams)
State Center Comm. Coll. PD	d	8-Plan (5-2, no teams)
Waterford PD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 25-49		
Agency	Schedule	Description*
Atwater PD	o	10-Plan (4-3, no teams)
CSU Fresno PD	d	8-Plan (5-2, no teams)
Dinuba PD	o	10-Plan (4-3, no teams)
Lemoore PD	d	8-Plan (5-2, no teams)
Los Banos PD	b	8-Plan (6-3, teams)
Mariposa Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Oakdale PD	d	8-Plan (5-2, no teams)
Reedley PD	d	8-Plan (5-2, no teams)
Selma PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50-74		
Agency	Schedule	Description*
Calaveras Co. SD	p	Other 10-Plan
Ceres PD	e	8-Plan (6-3, no teams)
Hanford PD	d	8-Plan (5-2, no teams)
Madera Co. SD	d	8-Plan (5-2, no teams)
Manteca PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Porterville PD	d	8-Plan (5-2, no teams)
Ridgecrest PD	d	8-Plan (5-2, no teams)
Tracy PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Tulare PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75-99		
Agency	Schedule	Description*
Madera PD	d	8-Plan (5-2, no teams)
Merced Co. SD	d	8-Plan (5-2, no teams)
Tuolumne Co. SD	n	10-Plan (4-3, teams)
Turlock PD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 100-199		
Agency	Schedule	Description*
Delano PD	d	8-Plan (5-2, no teams)
Kings Co. SD	d	8-Plan (5-2, no teams)
Lodi PD	p	Other 10-Plan
Merced PD	d	8-Plan (5-2, no teams)
Visalia PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 200-299		
Agency	Schedule	Description*
Modesto PD	b	8-Plan (6-3, teams)

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**VALLEY (Contd.)**

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Bakersfield PD	n	10-Plan (4-3, teams)
Stanislaus Co. SD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Fresno PD	p	Other 10-Plan
Kern Co. SD	n	10-Plan (4-3, teams)
San Joaquin Co. SD	p	Other 10-Plan

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Stockton PD	p	Other 10-Plan
Tulare Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**SOUTH**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Cerritos		
Comm. Coll. PD	o	10-Plan (4-3, no teams)
CSU Dominguez Hills PD	o	10-Plan (4-3, no teams)
CSU Long Beach PD	d	8-Plan (5-2, no teams)
El Camino Comm. Coll. PD	x	12-Plan (3-4, no teams)
Pasadena Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sierra Madre PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Bell PD	o	10-Plan (4-3, no teams)
Camarillo PD	g	Other 8-Plan
Claremont PD	a	8-Plan (5-2, teams)
Coronado PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
LaVerne PD	d	8-Plan (5-2, no teams)
Placentia PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
San Fernando PD	d	8-Plan (5-2, no teams)
Seal Beach PD	o	10-Plan (4-3, no teams)
Signal Hill PD	s	12-Plan (4-3, teams)
South Pasadena PD	t	12-Plan (3-4, teams)
UC Irvine PD	d	8-Plan (5-2, no teams)
Vernon PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Adelanto PD	s	12-Plan (4-3, teams)
CSU Fullerton PD	o	10-Plan (4-3, no teams)
CSU Pomona PD	d	8-Plan (5-2, no teams)
CSU San Diego PD	d	8-Plan (5-2, no teams)
Irwindale PD	d	8-Plan (5-2, no teams)
La Palma PD	t	12-Plan (3-4, teams)
Los Alamitos PD	t	12-Plan (3-4, teams)
Maywood PD	d	8-Plan (5-2, no teams)
Palos Verdes Estates PD	x	12-Plan (3-4, no teams)
Port Hueneme PD	d	8-Plan (5-2, no teams)
San Diego Comm. Coll. PD	d	8-Plan (5-2, no teams)
San Marino PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Santa Paula PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Arcadia PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Azusa PD	o	10-Plan (4-3, no teams)
Baldwin Park PD	d	8-Plan (5-2, no teams)
Covina PD	o	10-Plan (4-3, no teams)
Cypress PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Segundo PD	o	10-Plan (4-3, no teams)
Fountain Valley PD	o	10-Plan (4-3, no teams)
Glendora PD	o	10-Plan (4-3, no teams)
La Habra PD	o	10-Plan (4-3, no teams)
La Mesa PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Laguna Beach PD	y	Other 12-Plan
Mahattan Beach PD	o	10-Plan (4-3, no teams)
Monrovia PD	o	10-Plan (4-3, no teams)
San Clemente PD	y	Other 12-Plan
UC Los Angeles PD	d	8-Plan (5-2, no teams)
UC San Diego PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**SOUTH (Contd.)**

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alhambra PD	t	12-Plan (3-4, teams)
Carlsbad PD	d	8-Plan (5-2, no teams)
Culver City PD	p	Other 10-Plan
Downey PD	o	10-Plan (4-3, no teams)
El Monte PD	t	12-Plan (3-4, teams)
Gardena PD	o	10-Plan (4-3, no teams)
Hawthorne PD	x	12-Plan (3-4, no teams)
Huntington Park PD	n	10-Plan (4-3, teams)
Irvine PD	o	10-Plan (4-3, no teams)
Montebello PD	d	8-Plan (5-2, no teams)
Monterey Park PD	x	12-Plan (3-4, no teams)
National City PD	n	10-Plan (4-3, teams)
Redondo Beach PD	o	10-Plan (4-3, no teams)
Simi Valley PD	o	10-Plan (4-3, no teams)
Southgate PD	n	10-Plan (4-3, teams)
Tustin PD	a	8-Plan (5-2, teams)
Ventura PD	o	10-Plan (4-3, no teams)
West Covina PD	t	12-Plan (3-4, teams)
Westminster PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Whittier PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Glendale PD	d	8-Plan (5-2, no teams)
Huntington Beach PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Inglewood PD	o	10-Plan (4-3, no teams)
Pasadena PD	d	8-Plan (5-2, no teams)
Santa Monica PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Ventura Co. SD	g	Other 8-Plan

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Anaheim PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Santa Ana PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Beverly Hills PD	o	10-Plan (4-3, no teams)
Burbank PD	a	8-Plan (5-2, teams)
Chula Vista PD	n	10-Plan (4-3, teams)
Compton PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Costa Mesa PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Cajon PD	d	8-Plan (5-2, no teams)
Escondido PD	d	8-Plan (5-2, no teams)
Fullerton PD	o	10-Plan (4-3, no teams)
Garden Grove PD	n	10-Plan (4-3, teams)
Oceanside PD	d	8-Plan (5-2, no teams)
Orange PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Oxnard PD	o	10-Plan (4-3, no teams)
Pomona PD	n	10-Plan (4-3, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Long Beach PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Los Angeles Co. SD	d	8-Plan (5-2, no teams)
Orange Co. SD	d	8-Plan (5-2, no teams)
San Diego Co. SD	d	8-Plan (5-2, no teams)
San Diego PD	n	10-Plan (4-3, teams)

\*See Appendix 1, pages 14-15, for complete description

**PATROL WORK SCHEDULES USED  
BY AREA AND SIZE**

**INLAND**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Bishop PD	d	8-Plan (5-2, no teams)
CSU San Bernardino DPS	o	10-Plan (4-3, no teams)
Holtville PD	d	8-Plan (5-2, no teams)
Imperial PD	o	10-Plan (4-3, no teams)
Mammoth Lakes PD	d	8-Plan (5-2, no teams)
UC Riverside PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Chino PD	p	Other 10-Plan
Corona PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fontana PD	o	10-Plan (4-3, no teams)
Palm Springs PD	o	10-Plan (4-3, no teams)
Rialto PD	d	8-Plan (5-2, no teams)
Upland PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Banning PD	y	Other 12-Plan
Beaumont PD	t	12-Plan (3-4, teams)
Blythe PD	d	8-Plan (5-2, no teams)
Calexico PD	d	8-Plan (5-2, no teams)
Coachella PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Imperial Co. SD	a	8-Plan (5-2, teams)
Ontario PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Barstow PD	d	8-Plan (5-2, no teams)
El Centro PD	d	8-Plan (5-2, no teams)
Hemet PD	a	8-Plan (5-2, teams)
Inyo Co. SD	d	8-Plan (5-2, no teams)
Montclair PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Colton PD	a	8-Plan (5-2, teams)
Indio PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
San Bernardino PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Riverside Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
San Bernardino Co. SD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC

### WORK SCHEDULES\* BY AGENCY TYPE

#### SCHEDULE A 8-HOUR WORKDAY (5-2) TEAMS

Anaheim PD	Hemet PD	Rohnert Park PD	Scotts Valley PD
Burbank PD	Livermore PD	Sacramento PD	Stockton PD
Carlsbad PD	Long Beach PD	Salinas PD	Tustin PD
Chino PD	Oakland PD	Santa Ana PD	
Colton PD	Ontario PD		
Fresno PD			

#### SCHEDULE C 8-HOUR WORKDAY (5-2/6-3) TEAMS

San Francisco PD

#### SCHEDULE D 8-HOUR WORKDAY (5-2) NO TEAMS

Baldwin Park PD	Fairfield PD	Pacific Grove PD	West Sacramento PD
Banning PD	Gardena PD	Palm Springs PD	Whittier PD
Benicia PD	Glendale PD	Paradise PD	Yuba City PD
Berkeley PD	Grass Valley PD	Pasadena PD	
Bishop PD	Hercules PD	Pismo Beach PD	
Burlingame PD	Indio PD	Pleasant Hill PD	Los Angeles Co. SD
Campbell PD	Inglewood PD	Pleasanton PD	San Bernardino Co. SD
Carmel-by-the-Sea PD	LaVerne PD	Porterville PD	San Diego Co. SD
Claremont PD	Lodi PD	Rialto PD	Ventura Co. SD
Coschella PD	Lompoc PD	Ridgecrest PD	
Daly City PD	Martinez PD	San Carlos PD	UC San Diego PD
Delano PD	Marysville PD	San Rafael PD	
El Cajon PD	Merced PD	Santa Maria PD	
Emeryville PD	Montebello PD	Twin Cities PD	
Escondido PD	Novato PD	Upland PD	
	Oceanside PD		

**SCHEDULE E**  
**8-HOUR WORKDAY (6-3)**  
**NO TEAMS**

Red Bluff PD      Turlock PD

**SCHEDULE G**  
**OTHER 8-PLAN**

California Highway  
 Patrol

**SCHEDULE H**  
**9-HOUR WORKDAY**  
**(5-2/4-3 OR 5-3/4-2)**  
**TEAMS**

Chula Vista PD      Milpitas PD

**SCHEDULE J**  
**9-HOUR WORKDAY**  
**(5-2/4-3 OR 5-3/4-2)**  
**NO TEAMS**

Beverly Hills PD	Coronado PD	Grover City PD	Orange PD
Camarillo PD	Costa Mesa PD	Los Altos PD	Placentia PD
Compton PD	Cypress PD	Los Gatos PD	Tracy PD
Corona PD	El Segundo PD	Newark PD	Westminster PD

**SCHEDULE K**  
**9-HOUR WORKDAY (6-3)**  
**NO TEAMS**

Modesto PD

\*See Appendix 1, pages 14-15, for complete description

**SCHEDULE M**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**NO COMMON WORKDAY**

BART PD Huntington Beach PD	Dixard PD South Lake Tahoe PD	Vacaville PD Vallejo PD
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**SCHEDULE N**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**COMMON WORKDAY**

Napa PD Richmond PD	San Bernardino PD San Diego PD	San Jose PD	Sutter Co. SD
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**SCHEDULE O**  
**10-HOUR WORKDAY (4-3)**  
**NO TEAMS**

Albany PD Alhambra PD Azusa PD Bell PD Belmont PD Chico PD Concord PD Covina PD Davis PD Downey PD El Centro PD El Monte PD Eureka PD Fontana PD	Fountain Valley PD Fullerton PD Garden Grove PD Glendora PD Half Moon Bay PD Hawthorne PD Hayward PD Irvine PD La Habra PD Laguna Beach PD Manhattan Beach PD Millbrae PD Monrovia PD Montclair PD	Monterey Park PD Monterey PD Morgan Hill PD Mountain View PD National City PD Pacifica PD Palo Alto PD Pomona PD Redding PD Redondo Beach PD Redwood City PD Rocklin PD Roseville PD San Bruno PD	San Mateo PD Santa Clara PD Seal Beach PD Simi Valley PD Southgate PD Sunnyvale PD Union City PD Ventura PD Visalia PD Walnut Creek PD West Covina PD
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**SCHEDULE P**  
**OTHER 10-PLAN**

Antioch PD Culver City PD	Fremont PD Santa Cruz PD	Signal Hill PD
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\*See Appendix 1, pages 14-15, for complete description

SCHEDULE T  
12-HOUR WORKDAY (3-4)  
TEAMS

Santa Barbara Co.  
SD

SCHEDULE X  
12-HOUR WORKDAY (3-4)  
NO TEAMS

San Luis Obispo  
PD

SCHEDULE Z  
OTHER WORK SCHEDULE  
(HOURS WORKED PER DAY NOT 8, 9, 10 OR 12)

Arcadia PD	Nanteca PD	Woodland PD	Riverside Co. SD
Bakersfield PD	Santa Rosa PD		
La Mesa PD	S. San Francisco PD		

\*See Appendix 1, pages 14-15, for complete description

**TRAFFIC WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH COAST**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Rohnert Park PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Santa Rosa PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC WORK SCHEDULES USED BY AREA AND SIZE

### SAN FRANCISCO BAY

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Half Moon Bay PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Albany PD	o	10-Plan (4-3, no teams)
Belmont PD	o	10-Plan (4-3, no teams)
Emeryville PD	d	8-Plan (5-2, no teams)
Hercules PD	d	8-Plan (5-2, no teams)
Los Altos PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Millbrae PD	o	10-Plan (4-3, no teams)
Morgan Hill PD	o	10-Plan (4-3, no teams)
San Carlos PD	d	8-Plan (5-2, no teams)
Twin Cities PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Burlingame PD	d	8-Plan (5-2, no teams)
Campbell PD	d	8-Plan (5-2, no teams)
Martinez PD	d	8-Plan (5-2, no teams)
Newark PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Novato PD	d	8-Plan (5-2, no teams)
Pacifica PD	o	10-Plan (4-3, no teams)
Pleasant Hill PD	d	8-Plan (5-2, no teams)
San Bruno PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Los Gatos PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 100 - 199*		
Agency	Schedule	Description
Antioch PD	p	Other 10-Plan
BART PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Daly City PD	d	8-Plan (5-2, no teams)
Livermore PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199 (Contd.)		
Agency	Schedule	Description*
Milpitas PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Mountain View PD	o	10-Plan (4-3, no teams)
Palo Alto PD	o	10-Plan (4-3, no teams)
Pleasanton PD	d	8-Plan (5-2, no teams)
Redwood City PD	o	10-Plan (4-3, no teams)
San Mateo PD	o	10-Plan (4-3, no teams)
San Rafael PD	d	8-Plan (5-2, no teams)
Santa Clara PD	o	10-Plan (4-3, no teams)
South San Francisco PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Union City PD	o	10-Plan (4-3, no teams)
Walnut Creek PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Berkeley PD	d	8-Plan (5-2, no teams)
Concord PD	o	10-Plan (4-3, no teams)
Hayward PD	o	10-Plan (4-3, no teams)
Richmond PD	n	10-Plan (4-3, teams)
Sunnyvale PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Fremont PD	p	Other 10-Plan

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Oakland PD	a	8-Plan (5-2, teams)
San Francisco PD	c	8-Plan (5-2/6-3, teams)
San Jose PD	n	10-Plan (4-3, teams)

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC WORK SCHEDULES USED BY AREA AND SIZE

### SOUTH COAST

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Scotts Valley PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Carmel-by-the-Sea PD	d	8-Plan (5-2, no teams)
Grover City PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Pacific Grove PD	d	8-Plan (5-2, no teams)
Pismo Beach PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Santa Barbara Co. SD	t	12-Plan (3-4, teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Lompoc PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Monterey PD	o	10-Plan (4-3, no teams)
San Luis Obispo PD	x	12-Plan (3-4, no teams)
Santa Maria PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Salinas PD	a	8-Plan (5-2, teams)
Santa Cruz PD	p	Other 10-Plan

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC WORK SCHEDULES USED BY AREA AND SIZE

### NORTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Vallejo PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Grass Valley PD	d	8-Plan (5-2, no teams)
Marysville PD	d	8-Plan (5-2, no teams)
Paradise PD	d	8-Plan (5-2, no teams)
Red Bluff PD	e	8-Plan (6-3, no teams)
Rocklin PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Benicia PD	d	8-Plan (5-2, no teams)
Davis PD	o	10-Plan (4-3, no teams)
Eureka PD	o	10-Plan (4-3, no teams)
Woodland PD	z	Other schedule (not 8-, 9-, 10 or 12-Plan)
Yuba City PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Chico PD	o	10-Plan (4-3, no teams)
South Lake Tahoe PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
West Sacramento PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sacramento PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Fairfield PD	d	8-Plan (5-2, no teams)
Napa PD	n	10-Plan (4-3, teams)
Redding PD	o	10-Plan (4-3, no teams)
Roseville PD	o	10-Plan (4-3, no teams)
Sutter Co. SD	n	10-Plan (4-3, teams)
Vacaville PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
California Highway Patrol	g	Other 8-Plan

\*See Appendix 1, pages 14-15, for complete description

**TRAFFIC WORK SCHEDULES USED  
BY AREA AND SIZE**

**VALLEY**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Modesto PD	k	9-Plan (6-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Bakersfield PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Manteca PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Porterville PD	d	8-Plan (5-2, no teams)
Ridgecrest PD	d	8-Plan (5-2, no teams)
Tracy PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Stockton PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Turlock PD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Fresno PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Delano PD	d	8-Plan (5-2, no teams)
Lodi PD	d	8-Plan (5-2, no teams)
Merced PD	d	8-Plan (5-2, no teams)
Visalia PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC WORK SCHEDULES USED BY AREA AND SIZE

### SOUTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Bell PD	o	10-Plan (4-3, no teams)
Camarillo PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Claremont PD	d	8-Plan (5-2, no teams)
Coronado PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
La Verne PD	d	8-Plan (5-2, no teams)
Placentia PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Seal Beach PD	o	10-Plan (4-3, no teams)
Signal Hill PD	p	Other 10-Plan

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Arcadia PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Azusa PD	o	10-Plan (4-3, no teams)
Baldwin Park PD	d	8-Plan (5-2, no teams)
Covina PD	o	10-Plan (4-3, no teams)
Cypress PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Segundo PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fountain Valley PD	o	10-Plan (4-3, no teams)
Glendora PD	o	10-Plan (4-3, no teams)
La Habra PD	o	10-Plan (4-3, no teams)
La Mesa PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Laguna Beach PD	o	10-Plan (4-3, no teams)
Mahattan Beach PD	o	10-Plan (4-3, no teams)
Monrovia PD	o	10-Plan (4-3, no teams)
UC San Diego PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alhambra PD	o	10-Plan (4-3, no teams)
Carlsbad PD	a	8-Plan (5-2, teams)
Culver City PD	p	Other 10-Plan
Downey PD	o	10-Plan (4-3, no teams)
El Monte PD	o	10-Plan (4-3, no teams)
Gardena PD	d	8-Plan (5-2, no teams)
Hawthorne PD	o	10-Plan (4-3, no teams)
Irvine PD	o	10-Plan (4-3, no teams)
Montebello PD	d	8-Plan (5-2, no teams)
Monterey Park PD	o	10-Plan (4-3, no teams)
National City PD	o	10-Plan (4-3, no teams)
Redondo Beach PD	o	10-Plan (4-3, no teams)
Simi Valley PD	o	10-Plan (4-3, no teams)
Southgate PD	o	10-Plan (4-3, no teams)
Tustin PD	a	8-Plan (5-2, teams)
Ventura PD	o	10-Plan (4-3, no teams)
West Covina PD	o	10-Plan (4-3, no teams)
Westminster PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Whittier PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Beverly Hills PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Burbank PD	a	8-Plan (5-2, teams)
Chula Vista PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Compton PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Costa Mesa PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Cajon PD	d	8-Plan (5-2, no teams)
Escondido PD	d	8-Plan (5-2, no teams)
Fullerton PD	o	10-Plan (4-3, no teams)
Garden Grove PD	o	10-Plan (4-3, no teams)
Oceanside PD	d	8-Plan (5-2, no teams)
Orange PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Oxnard PD	m	10-Plan (4-3, teams)
Pomona PD	o	10-Plan (4-3, no teams)

\*See Appendix 1, pages 14-15, for complete description

**TRAFFIC WORK SCHEDULES USED  
BY AREA AND SIZE**

**SOUTH (Contd.)**

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Glendale PD	d	8-Plan (5-2, no teams)
Huntington Beach PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Inglewood PD	d	8-Plan (5-2, no teams)
Pasadena PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Anaheim PD	a	8-Plan (5-2, teams)
Santa Ana PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Ventura Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Long Beach PD	a	8-Plan (5-2, teams)
Los Angeles Co. SD	d	8-Plan (5-2, no teams)
San Diego Co. SD	d	8-Plan (5-2, no teams)
San Diego PD	n	10-Plan (4-3, teams)

\*See Appendix 1, pages 14-15, for complete description

## TRAFFIC WORK SCHEDULES USED BY AREA AND SIZE

### INLAND

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Bishop PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Ontario PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Banning PD	d	8-Plan (5-2, no teams)
Coachella PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
El Centro PD	o	10-Plan (4-3, no teams)
Hemet PD	a	8-Plan (5-2, teams)
Montclair PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
San Bernardino PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Colton PD	a	8-Plan (5-2, teams)
Indio PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Chino PD	a	8-Plan (5-2, teams)
Corona PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fontana PD	o	10-Plan (4-3, no teams)
Palm Springs PD	d	8-Plan (5-2, no teams)
Rialto PD	d	8-Plan (5-2, no teams)
Upland PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Riverside Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
San Bernardino Co. SD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION

## WORK SCHEDULES\* BY AGENCY TYPE

### SCHEDULE A 8-HOUR WORKDAY (5-2) TEAMS

Adelanto PD	Healdsburg PD	San Bernardino PD	Nevada Co. SD
Anaheim PD	Hemet PD	San Bruno PD	San Bernardino
Antioch PD	Hollister PD	San Carlos PD	Co. SD
Atascadero PD	Inglewood PD	San Diego PD	San Diego Co. SD
Atherton PD	Irwindale PD	San Fernando PD	San Joaquin Co.
Atwater PD	Kingsburg PD	San Jose PD	SD
Auburn PD	La Mesa PD	San Luis Obispo PD	San Luis Obispo
Bakersfield PD	Lemoore PD	San Marino PD	Co. SD
Baldwin Park PD	Lodi PD	San Mateo PD	San Mateo Co.
Benning PD	Los Gatos PD	San Rafael PD	SD
Beaumont PD	Madera PD	Santa Ana PD	Santa Barbara
Belmont PD	Manteca PD	Santa Clara PD	Co. SD
Benicia PD	Marina PD	Santa Paula PD	Santa Cruz Co.
Bishop PD	Martinez PD	Santa Rosa PD	SD
Blythe PD	Merced PD	Scotts Valley PD	Solano Co. SD
Burbank PD	Modesto PD	Seaside PD	Sonoma Co. SD
Burlingame PD	Monrovia PD	Sierra Madre PD	Sutter Co. SD
Calexico PD	Montebello PD	South Lake Tahoe PD	Tulare Co. SD
Camarillo PD	Monterey PD	S. San Francisco PD	Tuolumne Co. SD
Campbell PD	National City PD	Tracy PD	Ventura Co. SD
Capitola PD	Novato PD	Turlock PD	Yolo Co. SD
Carlsbad PD	Oakdale PD	Tustin PD	Yuba Co. SD
Ceres PD	Oceanside PD	Union City PD	
Chico PD	Ontario PD	Upland PD	Calif. State
Claremont PD	Oxnard PD	Vallejo PD	Police
Clearlake PD	Pacific Grove PD	Visalia PD	
Colton PD	Pacifica PD	Whittier PD	UC Los Angeles
Davis PD	Palm Springs PD		PD
Dinuba PD	Patterson PD	Alameda Co. SD	UC Riverside PD
El Centro PD	Pinole PD	Butte Co. SD	UC San Diego PD
El Cerrito PD	Pismo Beach PD	Calaveras Co. SD	UC Santa Barbara
Escondido PD	Placerville PD	Glenn Co. SD	PD
Fontana PD	Port Hueneme PD	Humboldt Co. SD	
Foster City PD	Porterville PD	Imperial Co. SD	Peralta Com.
Fresno PD	Redding PD	Kings Co. SD	Coll. DPS
Gardens PD	Reedley PD	Lake Co. SD	
Glendora PD	Rialto PD	Madera Co. SD	
Grass Valley PD	Ridgecrest PD	Mendocino Co. SD	
Gridley PD	Rohnert Park PD	Monterey Co. SD	
Hayward PD	Salinas PD	Napa Co. SD	

### SCHEDULE C 8-HOUR WORKDAY (5-2/6-3) TEAMS

Walnut Creek PD	CSU Sacramento	CSU San Jose PD
	PD	

**SCHEDULE D  
8-HOUR WORKDAY (5-2)  
NO TEAMS**

Arcata PD	Indio PD	Suisun City PD	CSU Chico PD
Arvin PD	Lakeport PD	Tulare PD	CSU Dominguez Hills PD
Barstow PD	LaVerne PD	Twin Cities PD	CSU Fresno PD
Berkeley PD	Lompoc PD	Weed PD	CSU Hayward PD
California City PD	Los Banos PD	West Sacramento PD	CSU Long Beach PD
Carmel-by-the-Sea PD	Mammoth Lakes PD	Westminster PD	CSU San Francisco PD
Carpinteria PD	Marhattan Beach PD	Woodland PD	CSU San Luis Obispo PD
Chowchilla PD	Marysville PD	Yreka PD	
Coachella PD	Mill Valley PD	Yuba City PD	
Corning PD	Millbrae PD		
Cotati PD	Milpitas PD	Inyo Co. SD	Contra Costa Com. Coll. PD
Daly City PD	Newman PD	Lesser Co. SD	Pasadena Com. Coll. PD
Delano PD	Paradise PD	Los Angeles Co. SD	State Center Com. Coll. PD
Dixon PD	Pasadena PD	Marin Co. SD	
Emeryville PD	Pleasant Hill PD	Merced Co. SD	
Eureka PD	Red Bluff PD	Riverside Co. SD	
Exeter PD	Ripon PD	San Benito SD	
Fort Bragg PD	Riverbank PD	Stanislaus Co. SD	
Glendale PD	Sacramento PD	Tehama Co. SD	
Hanford PD	Santa Maria PD		
Hercules PD	Sausalito PD	UC Santa Cruz PD	
Hillsborough PD	Selma PD	CSU Bakersfield PD	
	Sonora PD		

**SCHEDULE F  
8-HOUR WORKDAY (5-2/6-3)  
NO TEAMS**

Oakland PD

**SCHEDULE G  
OTHER 8-PLAN**

Fairfield PD	San Francisco PD	Siakiyou Co. SD	CSU San Bernardino DPS
Pleasanton PD	Stockton PD		

**SCHEDULE H  
9-HOUR WORKDAY  
(5-2/4-3 OR 5-3/4-2)  
TEAMS**

Arcadia PD	Redondo Beach PD	San Clemente PD	Simi Valley PD
El Cajon PD	Richmond PD	Santa Cruz PD	Ukiah PD
Palo Alto PD			

\*See Appendix 1, pages 14-15, for complete description

**SCHEDULE J  
9-HOUR WORKDAY  
(5-2/4-3 OR 5-3/4-2)  
NO TEAMS**

Arroyo Grande PD	Costa Mesa PD	Los Altos PD	Orange Co. SD
Beverly Hills PD	Cypress PD	Morgan Hill PD	CSU San Diego PD
Compton PD	El Segundo PD	Morro Bay PD	
Concord PD	Fullerton PD	Newark PD	
Corona PD	Garden Grove PD	Orange PD	
Coronado PD	Grover City PD	Placentia PD	
	La Habra PD	Santa Monica PD	
	Livermore PD	Signal Hill PD	

**SCHEDULE K  
9-HOUR WORKDAY (6-3)  
NO TEAMS**

Chino PD

**SCHEDULE L  
OTHER 9-PLAN**

Chula Vista PD      Placer Co. SD

**SCHEDULE M  
10-HOUR WORKDAY (4-3)  
TEAMS  
NO COMMON WORKDAY**

BART PD	Fremont PD	Huntington Beach PD	Laguna Beach PD
East Bay Reg. Park Dist. PD	Hawthorne PD		

**SCHEDULE N  
10-HOUR WORKDAY (4-3)  
TEAMS  
COMMON WORKDAY**

Fountain Valley PD	Napa PD	Pomona PD
Huntington Park PD	Petaluma PD	West Covina PD

**SCHEDULE 0  
10-HOUR WORKDAY (4-3)  
NO TEAMS**

Albany PD	Half Moon Bay PD	Redwood City PD	Amador Co. SD
Alhambra PD	Imperial PD	Rocklin PD	Contra Costa Co. SD
Azusa PD	Irvine PD	Roseville PD	El Dorado Co. SD
Bell PD	La Palma PD	South Pasadena PD	UC Berkeley PD
Cloverdale PD	Los Alamitos PD	Southgate PD	CSU Fullerton PD
Covina PD	Maywood PD	Sunnyvale PD	
Downey PD	Montclair PD	Vacaville PD	
El Monte PD	Monterey Park PD	Ventura PD	
Folsom PD	Palos Verdes Estates PD	Vernon PD	
Gilroy PD			

**SCHEDULE P  
OTHER 10-PLAN**

Culver City PD	Mountain View PD	Seal Beach PD	Kern Co. SD
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**SCHEDULE Y  
OTHER 12-PLAN**

Clayton PD
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**SCHEDULE Z  
OTHER WORK SCHEDULE  
(HOUR WORKED PER DAY NOT 8, 9, 10 OR 12)**

Brisbane PD	Crescent City PD	Long Beach PD	Colusa Co. SD
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# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## NORTH COAST

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Cloverdale PD	o	10-Plan (4-3, no teams)
Crescent City PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Santa Rosa PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arcata PD	d	8-Plan (5-2, no teams)
Cotati PD	d	8-Plan (5-2, no teams)
Fort Bragg PD	d	8-Plan (5-2, no teams)
Healdsburg PD	a	8-Plan (5-2, teams)
Ukiah PD	h	9-Plan (5-2/4-3 or 5-3/4-2)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sonoma Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Petaluma PD	n	10-Plan (4-3, teams)
Rohnert Park PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Humboldt Co. SD	a	8-Plan (5-2, teams)
Mendocino Co. SD	a	8-Plan (5-2, teams)

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## SAN FRANCISCO BAY

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Atherton PD	a	8-Plan (5-2, teams)
Brisbane PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Clayton PD	y	Other 12-Plan
Contra Costa Comm. Coll. PD	d	8-Plan (5-2, no teams)
CSU Hayward PD	d	8-Plan (5-2, no teams)
Foothill-Deanze Comm. Coll. PD	a	8-Plan (5-2, teams)
Half Moon Bay PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Burlingame PD	a	8-Plan (5-2, teams)
Campbell PD	a	8-Plan (5-2, teams)
Foster City PD	a	8-Plan (5-2, teams)
Gilroy PD	o	10-Plan (4-3, no teams)
Martinez PD	a	8-Plan (5-2, teams)
Newark PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Novato PD	a	8-Plan (5-2, teams)
Pacifica PD	a	8-Plan (5-2, teams)
Pleasant Hill PD	d	8-Plan (5-2, no teams)
San Bruno PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Albany PD	o	10-Plan (4-3, no teams)
Belmont PD	a	8-Plan (5-2, teams)
CSU San Francisco PD	d	8-Plan (5-2, no teams)
CSU San Jose PD	e	8-Plan (5-2/6-3, teams)
El Cerrito PD	a	8-Plan (5-2, teams)
Emeryville PD	d	8-Plan (5-2, no teams)
Hercules PD	d	8-Plan (5-2, no teams)
Hillsborough PD	d	8-Plan (5-2, no teams)
Los Altos PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Mill Valley PD	d	8-Plan (5-2, no teams)
Millbrae PD	d	8-Plan (5-2, no teams)
Morgan Hill PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Peralta Comm. Coll. PD	a	8-Plan (5-2, teams)
Pinole PD	a	8-Plan (5-2, teams)
San Carlos PD	a	8-Plan (5-2, teams)
Sausalito PD	d	8-Plan (5-2, no teams)
Twin Cities PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
East Bay Regional Park Dist. PD	m	10-Plan (4-3, teams)
Los Gatos PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alameda Co. SD	a	8-Plan (5-2, teams)
Antioch PD	a	8-Plan (5-2, teams)
BART PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Daly City PD	d	8-Plan (5-2, no teams)
Livermore PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Milpitas PD	d	8-Plan (5-2, no teams)
Mountain View PD	p	Other 10-Plan
Palo Alto PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Pleasanton PD	g	Other 8-Plan
Redwood City PD	o	10-Plan (4-3, no teams)
San Mateo PD	a	8-Plan (5-2, teams)
San Rafael PD	a	8-Plan (5-2, teams)
Santa Clara PD	a	8-Plan (5-2, teams)
South San Francisco PD	a	8-Plan (5-2, teams)
UC Berkeley PD	o	10-Plan (4-3, no teams)
Union City PD	a	8-Plan (5-2, teams)
Walnut Creek PD	c	8-Plan (5-2/6-3, teams)

\*See Appendix 1, pages 14-15, for complete description

**INVESTIGATION WORK SCHEDULES USED  
BY AREA AND SIZE**

**SAN FRANCISCO BAY (Contd.)**

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Berkeley PD	d	8-Plan (5-2, no teams)
Concord PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Hayward PD	a	8-Plan (5-2, teams)
Marin Co. SD	d	8-Plan (5-2, no teams)
Richmond PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Sunnyvale PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Fremont PD	m	10-Plan (4-3, teams)
San Mateo Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Contra Costa Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Oakland PD	f	8-Plan (5-2/6-3, no teams)
San Francisco PD	g	Other 8-Plan
San Jose PD	a	8-Plan (5-2, teams)

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## SOUTH COAST

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Scotts Valley PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arroyo Grande PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Atascadero PD	a	8-Plan (5-2, teams)
Capitola PD	a	8-Plan (5-2, teams)
Carmel-by-the-Sea PD	d	8-Plan (5-2, no teams)
Carpinteria PD	d	8-Plan (5-2, no teams)
CSU San Luis Obispo PD	d	8-Plan (5-2, no teams)
Grover City PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Hollister PD	a	8-Plan (5-2, teams)
Marina PD	a	8-Plan (5-2, teams)
Morro Bay PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Pacific Grove PD	a	8-Plan (5-2, teams)
Pismo Beach PD	a	8-Plan (5-2, teams)
San Benito Co. SD	d	8-Plan (5-2, no teams)
UC Santa Barbara PD	a	8-Plan (5-2, teams)
UC Santa Cruz PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Lompoc PD	d	8-Plan (5-2, no teams)
Seaside PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Monterey PD	a	8-Plan (5-2, teams)
San Luis Obispo PD	a	8-Plan (5-2, teams)
Santa Maria PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Salinas PD	a	8-Plan (5-2, teams)
Santa Cruz PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
San Luis Obispo Co. SD	a	8-Plan (5-2, teams)
Santa Cruz Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Santa Barbara Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Monterey Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## NORTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Corning PD	d	8-Plan (5-2, no teams)
CSU Chico PD	d	8-Plan (5-2, no teams)
CSU Sacramento PD	c	8-Plan (5-2/6-3, teams)
Dixon PD	d	8-Plan (5-2, no teams)
Gridley PD	a	8-Plan (5-2, teams)
Lakeport PD	d	8-Plan (5-2, no teams)
Weed PD	d	8-Plan (5-2, no teams)
Yreka PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Butte Co. SD	a	8-Plan (5-2, teams)
Fairfield PD	g	Other 8-Plan
Lake Co. SD	a	8-Plan (5-2, teams)
Napa PD	n	10-Plan (4-3, teams)
Nevada Co. SD	a	8-Plan (5-2, teams)
Redding PD	a	8-Plan (5-2, teams)
Roseville PD	o	10-Plan (4-3, no teams)
Sutter Co. SD	a	8-Plan (5-2, teams)
Vacaville PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Auburn PD	a	8-Plan (5-2, teams)
Clearlake PD	a	8-Plan (5-2, teams)
Colusa Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Folsom PD	o	10-Plan (4-3, no teams)
Grass Valley PD	a	8-Plan (5-2, teams)
Marysville PD	d	8-Plan (5-2, no teams)
Paradise PD	d	8-Plan (5-2, no teams)
Placerville PD	a	8-Plan (5-2, teams)
Red Bluff PD	d	8-Plan (5-2, no teams)
Rocklin PD	o	10-Plan (4-3, no teams)
Suisun City PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
El Dorado Co. SD	o	10-Plan (4-3, no teams)
Vallejo PD	a	8-Plan (5-2, teams)
Yolo Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Placer Co. SD	i	Other 9-Plan

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Amador Co. SD	o	10-Plan (4-3, no teams)
Benicia PD	a	8-Plan (5-2, teams)
Davis PD	a	8-Plan (5-2, teams)
Eureka PD	d	8-Plan (5-2, no teams)
Glenn Co. SD	a	8-Plan (5-2, teams)
Woodland PD	d	8-Plan (5-2, no teams)
Yuba City PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
California State Police	a	8-Plan (5-2, teams)
Solano Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sacramento PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Chico PD	a	8-Plan (5-2, teams)
Lassen Co. SD	d	8-Plan (5-2, no teams)
Napa Co. SD	a	8-Plan (5-2, teams)
Siskiyou Co. SD	g	Other 8-Plan
South Lake Tahoe PD	a	8-Plan (5-2, teams)
Tehama Co. SD	d	8-Plan (5-2, no teams)
West Sacramento PD	d	8-Plan (5-2, no teams)
Yuba Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## VALLEY

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Arvin PD	d	8-Plan (5-2, no teams)
California City PD	d	8-Plan (5-2, no teams)
Chowchilla PD	d	8-Plan (5-2, no teams)
CSU Bakersfield PD	d	8-Plan (5-2, no teams)
Exeter PD	d	8-Plan (5-2, no teams)
Kingsburg PD	a	8-Plan (5-2, teams)
Newman PD	d	8-Plan (5-2, no teams)
Patterson PD	a	8-Plan (5-2, teams)
Ripon PD	d	8-Plan (5-2, no teams)
Riverbank PD	d	8-Plan (5-2, no teams)
Sonora PD	d	8-Plan (5-2, no teams)
State Center Comm. Coll. PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Atwater PD	a	8-Plan (5-2, teams)
CSU Fresno PD	d	8-Plan (5-2, no teams)
Dinuba PD	a	8-Plan (5-2, teams)
Lemoore PD	a	8-Plan (5-2, teams)
Los Banos PD	d	8-Plan (5-2, no teams)
Oakdale PD	a	8-Plan (5-2, teams)
Reedley PD	a	8-Plan (5-2, teams)
Selma PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Calaveras Co. SD	a	8-Plan (5-2, teams)
Ceres PD	a	8-Plan (5-2, teams)
Hanford PD	d	8-Plan (5-2, no teams)
Madera Co. SD	a	8-Plan (5-2, teams)
Manteca PD	a	8-Plan (5-2, teams)
Porterville PD	a	8-Plan (5-2, teams)
Ridgecrest PD	a	8-Plan (5-2, teams)
Tracy PD	a	8-Plan (5-2, teams)
Tulare PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Madera PD	a	8-Plan (5-2, teams)
Merced Co. SD	d	8-Plan (5-2, no teams)
Tuolumne Co. SD	a	8-Plan (5-2, teams)
Turlock PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Delano PD	d	8-Plan (5-2, no teams)
Kings Co. SD	a	8-Plan (5-2, teams)
Lodi PD	a	8-Plan (5-2, teams)
Merced PD	a	8-Plan (5-2, teams)
Visalia PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Modesto PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Bakersfield PD	a	8-Plan (5-2, teams)
Stanislaus Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Stockton PD	g	Other 8-Plan
Tulare Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Fresno PD	a	8-Plan (5-2, teams)
Kern Co. SD	p	Other 10-Plan
San Joaquin Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

## INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

### SOUTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
CSU Dominguez Hills PD	d	8-Plan (5-2, no teams)
CSU Long Beach PD	d	8-Plan (5-2, no teams)
Pasadena Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sierra Madre PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Adelanto PD	a	8-Plan (5-2, teams)
CSU Fullerton PD	o	10-Plan (4-3, no teams)
CSU San Diego PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Irwindale PD	a	8-Plan (5-2, teams)
La Palma PD	o	10-Plan (4-3, no teams)
Los Alamitos PD	o	10-Plan (4-3, no teams)
Maywood PD	o	10-Plan (4-3, no teams)
Palos Verdes Estates PD	o	10-Plan (4-3, no teams)
Port Hueneme PD	a	8-Plan (5-2, teams)
San Marino PD	a	8-Plan (5-2, teams)
Santa Paula PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Bell PD	o	10-Plan (4-3, no teams)
Camarillo PD	a	8-Plan (5-2, teams)
Claremont PD	a	8-Plan (5-2, teams)
Coronado PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
LaVerne PD	d	8-Plan (5-2, no teams)
Placentia PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
San Fernando PD	a	8-Plan (5-2, teams)
Seal Beach PD	p	Other 10-Plan
Signal Hill PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
South Pasadena PD	o	10-Plan (4-3, no teams)
Vernon PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Arcadia PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Azusa PD	o	10-Plan (4-3, no teams)
Baldwin Park PD	a	8-Plan (5-2, teams)
Covina PD	o	10-Plan (4-3, no teams)
Cypress PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Segundo PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fountain Valley PD	n	10-Plan (4-3, teams)
Glendora PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
La Habra PD	a	8-Plan (5-2, teams)
La Mesa PD	a	8-Plan (5-2, teams)
Laguna Beach PD	m	10-Plan (4-3, teams)
Mahattan Beach PD	d	8-Plan (5-2, no teams)
Monrovia PD	a	8-Plan (5-2, teams)
San Clemente PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
UC Los Angeles PD	a	8-Plan (5-2, teams)
UC San Diego PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alhambra PD	o	10-Plan (4-3, no teams)
Carlsbad PD	a	8-Plan (5-2, teams)
Culver City PD	p	Other 10-Plan
Downey PD	o	10-Plan (4-3, no teams)
El Monte PD	o	10-Plan (4-3, no teams)
Gardena PD	a	8-Plan (5-2, teams)
Hawthorne PD	m	10-Plan (4-3, teams)
Huntington Park PD	n	10-Plan (4-3, teams)
Irvine PD	o	10-Plan (4-3, no teams)
Montebello PD	a	8-Plan (5-2, teams)
Monterey Park PD	o	10-Plan (4-3, no teams)
National City PD	a	8-Plan (5-2, teams)
Redondo Beach PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Simi Valley PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Southgate PD	o	10-Plan (4-3, no teams)
Tustin PD	a	8-Plan (5-2, teams)
Ventura PD	o	10-Plan (4-3, no teams)
West Covina PD	n	10-Plan (4-3, teams)
Westminster PD	d	8-Plan (5-2, no teams)
Whittier PD	a	8-Plan (5-2, teams)

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## SOUTH (Contd.)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Beverly Hills PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Burbank PD	a	8-Plan (5-2, teams)
Chula Vista PD	l	Other 9-Plan
Compton PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Costa Mesa PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
El Cajon PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Escondido PD	a	8-Plan (5-2, teams)
Fullerton PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Garden Grove PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Oceanside PD	a	8-Plan (5-2, teams)
Orange PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Oxnard PD	a	8-Plan (5-2, teams)
Pomona PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Ventura Co. SD	a	8-Plan (5-2, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Anaheim PD	a	8-Plan (5-2, teams)
Santa Ana PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Long Beach PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Los Angeles Co. SD	d	8-Plan (5-2, no teams)
Orange Co. SD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
San Diego Co. SD	a	8-Plan (5-2, teams)
San Diego PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Glendale PD	d	8-Plan (5-2, no teams)
Huntington Beach PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Inglewood PD	a	8-Plan (5-2, teams)
Pasadena PD	d	8-Plan (5-2, no teams)
Santa Monica PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

# INVESTIGATION WORK SCHEDULES USED BY AREA AND SIZE

## INLAND

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Bishop PD	a	8-Plan (5-2, teams)
CSU San Bernardino DPS	g	Other 8-Plan
Imperial PD	o	10-Plan (4-3, no teams)
Mammoth Lakes PD	d	8-Plan (5-2, no teams)
UC Riverside PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Banning PD	a	8-Plan (5-2, teams)
Beaumont PD	a	8-Plan (5-2, teams)
Blythe PD	a	8-Plan (5-2, teams)
Calexico PD	a	8-Plan (5-2, teams)
Coachella PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Barstow PD	d	8-Plan (5-2, no teams)
El Centro PD	a	8-Plan (5-2, teams)
Hemet PD	a	8-Plan (5-2, teams)
Inyo Co. SD	d	8-Plan (5-2, no teams)
Montclair PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Colton PD	a	8-Plan (5-2, teams)
Indio PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Chino PD	k	9-Plan (6-3, no teams)
Corona PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fontana PD	a	8-Plan (5-2, teams)
Palm Springs PD	a	8-Plan (5-2, teams)
Rialto PD	a	8-Plan (5-2, teams)
Upland PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Imperial Co. SD	a	8-Plan (5-2, teams)
Ontario PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
San Bernardino PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Riverside Co. SD	d	8-Plan (5-2, no teams)
San Bernardino Co. SD	a	8-Plan (5-2, teams)

\*See Appendix 1, pages 14-15, for complete description

# DISPATCH

## WORK SCHEDULES\* BY AGENCY TYPE

### SCHEDULE A 8-HOUR WORKDAY (5-2) TEAMS

Angels PD	Fairfax PD	Pacific PD	Whittier PD
Arcata PD	Folsom PD	Rohnert Park PD	
Auburn PD	Fullerton PD	Sacramento PD	Allan Hancock
Benicia PD	Gridley PD	San Clemente PD	Com. Coll. PD
Compton PD	Hemet PD	San Francisco PD	Foothill-Deanza
Dos Palos PD	Kingsburg PD	Santa Paula PD	Com. Coll. DPS
Dunsmuir PD	Los Altos PD	Scotts Valley PD	
El Centro PD	Martinez PD	South Lake Tahoe PD	

### SCHEDULE B 8-HOUR WORKDAY (6-3) TEAMS

Livingston PD

### SCHEDULE D 8-HOUR WORKDAY (5-2) NO TEAMS

Anaheim PD	Colma PD	Holtville PD	Palm Springs PD
Arcadia PD	Colton PD	Indio PD	Pasadena PD
Arroyo Grande PD	Corning PD	Inglewood PD	Pismo Beach PD
Arvin PD	Coronado PD	Irwindale PD	Placentia PD
Atascadero PD	Costa Mesa PD	La Habra PD	Pleasant Hill PD
Atherton PD	Cotati PD	La Mesa PD	Pleasanton PD
Atwater PD	Culver City PD	LaVerne PD	Port Hueneme PD
Barstow PD	Daly City PD	Lincoln PD	Porterville PD
Beaumont PD	Davis PD	Lodi PD	Red Bluff PD
Belmont PD	Delano PD	Lompoc PD	Redding PD
Berkeley PD	Dixon PD	Long Beach PD	Redondo Beach PD
Bishop PD	Dorris PD	Los Banos PD	Redwood City PD
Blythe PD	El Cajon PD	Madera PD	Reedley PD
Brisbane PD	Emeryville PD	Manitaca PD	Rialto PD
Burbank PD	Escalon PD	Marysville PD	Ridgecrest PD
Burlingame PD	Escondido PD	Marced PD	Ripon PD
Calaxico PD	Exeter PD	Mill Valley PD	Rocklin PD
California City PD	Fairfield PD	Millbrae PD	San Bernardino PD
Calistoga PD	Fontana PD	Milpitas PD	San Carlos PD
Campbell PD	Fort Bragg PD	Monrovia PD	San Diego PD
Carlsbad PD	Fortuna PD	Montebello PD	San Fernando PD
Carmel-by-the-Sea PD	Fresno PD	Monterey Park PD	San Luis Obispo PD
Carpinteria PD	Gilroy PD	Morgan Hill PD	Santa Ana PD
Ceres PD	Glendale PD	Norco Bay PD	Santa Clara PD
Chowchilla PD	Glendora PD	Ht. Shasta PD	Santa Maria PD
Claremont PD	Grass Valley PD	Napa PD	Sausalito PD
Clearlake PD	Grover City PD	Newark PD	Sebastopol PD
Cloverdale PD	Hanford PD	Oakdale PD	Selma PD
Coachella PD	Heslidsburg PD	Oakland PD	Simi Valley PD
	Hillsborough PD	Oceanside PD	Sonoma PD

**SCHEDULE D  
8-HOUR WORKDAY (5-2)  
NO TEAMS  
(Continued)**

St. Helena PD	Kings Co. SD	CSU Bakersfield PD	El Camino
Suisun City PD	Lake Co. SD	CSU Fresno PD	Com. Coll. PD
Tiburon PD	Lassen Co. SD	CSU Hayward PD	Pasadena
Tulare PD	Los Angeles Co. SD	CSU Humboldt PD	Com. Coll. PD
Tustin PD	Mendocino Co. SD	CSU Long Beach PD	Peralta
Twin Cities PD	Merced Co. SD	CSU Pomona PD	Com. Coll. DPS
Upland PD	Nevada Co. SD	CSU Sacramento PD	San Diego
Vacaville PD	Sacramento Co. SD	CSU San Bernardino	Com. Coll. PD
Vallejo PD	San Diego Co. SD	DPS	San Joaquin Delta
Vernon PD	Sierra Co. SD	CSU San Diego PD	Com. Coll. PD
Walnut Creek PD	Solano Co. SD	CSU San Francisco	San Jose/Evergreen
Weed PD	Tehama Co. SD	PD	Com. Coll. PD
Willits PD	Tuolumne Co. SD	CSU San Jose PD	W. Valley-Mission
Yreka PD	Yuba Co. SD	CSU Sonoma PD	Com. Coll. DPS
		CSU Stanislaus PD	
Alameda Co. SD	CA Highway Patrol		
Caleveras Co. SD	CA State Police	Cerritos Com.	
Contra Costa Co. SD		Coll. PD	
Glenn Co. SD	UC Riverside PD	Contra Costa	
Humboldt Co. SD	UC San Diego PD	Com. Coll. PD	
Inyo Co. SD	UC Santa Barbara PD		
Kern Co. SD			

**SCHEDULE E  
8-HOUR WORKDAY (6-3)  
NO TEAMS**

Yuba City PD

**SCHEDULE G  
OTHER 8-PLAN**

Corcoran PD      Livermore PD      Maywood PD

**SCHEDULE H  
9-HOUR WORKDAY  
(5-2/4-3 OR 5-3/4-2)  
TEAMS**

Laguna Beach PD      Marin Co. SD

**SCHEDULE J  
9-HOUR WORKDAY  
(5-2/4-3 OR 5-3/4-2)  
NO TEAMS**

Beverly Hills PD      Orange PD      Santa Monica PD      Westminster PD  
Cypress P.D.

**SCHEDULE K**  
**9-HOUR WORKDAY (6-3)**  
**MU TEAMS**

Banning PD

**SCHEDULE L**  
**OTHER 9-PLAN**

Ione PD

**SCHEDULE M**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**NO COMMON WORKDAY**

BART PD	Fountain	Huntington	Oxnard PD
East Bay Reg.	Valley PD	Beach PD	
Park Dist. PD			

**SCHEDULE N**  
**10-HOUR WORKDAY (4-3)**  
**TEAMS**  
**COMMON WORKDAY**

Bakersfield PD	San Jose PD	Stockton PD	Imperial Co. SD
Chula Vista PD	Santa Rosa PD		Riverside Co. SD
Novato PD	Southgate PD		

**SCHEDULE O**  
**10-HOUR WORKDAY (4-3)**  
**NO TEAMS**

Albany PD	Los Gatos PD	San Rafael PD	Santa Barbara
Azusa PD	Montclair PD	Union City PD	Co. SD
Baldwin Park PD	National City PD	Ventura PD	Sonoma Co. SD
Bell PD	Palo Alto PD		Tulare Co. SD
Capitola PD	Palos Verdes	Amador Co. SD	
Chico PD	Estates PD	Butte Co. SD	UC Berkeley PD
Concord PD	Paradise PD	Colusa Co. SD	UC Irvine PD
Downey PD	Petaluma PD	Hadera Co. SD	
El Monte PD	Pinole PD	Orange Co. SD	CSU Dominguez
Eureka PD	Pomona PD	Placer Co. SD	Hills PD
Garden Grove PD	Richmond PD	San Luis	CSU San Luis
Hayward PD	Roseville PD	Obispo Co. SD	Obispo PD
Huntington Park PD	San Bruno PD		

\*See Appendix 1, pages 14-15, for complete description

SCHEDULE P  
OTHER 10-PLAN

Antioch PD      Sunnyvale PD      San Joaquin Co. SD      UC Los Angeles PD  
Santa Cruz PD      Ukiah PD

SCHEDULE Q  
12-HOUR WORKDAY (3-3)  
TEAMS

Los Alamitos PD

SCHEDULE S  
12-HOUR WORKDAY (4-3)  
TEAMS

Adelanto PD      Signal Hill PD

SCHEDULE T  
12-HOUR WORKDAY (3-4)  
TEAMS

Irvine PD      South Pasadena PD      West Covina PD

SCHEDULE U  
12-HOUR WORKDAY (3-3)  
NO TEAMS

CSU Fullerton PD

SCHEDULE V  
12-HOUR WORKDAY (4-3)  
NO TEAMS

S. San Francisco PD

\*See Appendix 1, pages 14-15, for complete description

SCHEDULE Y OTHER 12-PLAN		
Bear Valley PD	La Palma PD	Siakiyou Co. SD
Corona PD	Seal Beach PD	Ventura Co. SD

SCHEDULE Z OTHER WORK SCHEDULE (HOURS WORKED PER DAY NOT 8, 9, 10 OR 12)			
Alhambra PD	Sierra Madre PD	San Bernardino Co. SD	CSU Chico PD
Covina PD	Tracy PD	San Mateo Co. SD	State Center
Foster City PD	Turlock PD	Sutter Co. SD	Com. Coll. PD
Fremont PD	Visalia PD		
San Marino PD			

**DISPATCH WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH COAST**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Cloverdale PD	d	8-Plan (5-2, no teams)
CSU Sonoma PD	d	8-Plan (5-2, no teams)
Fortuna PD	d	8-Plan (5-2, no teams)
Sebastapol PD	d	8-Plan (5-2, no teams)
Willits PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Santa Rosa PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arcata PD	a	8-Plan (5-2, teams)
Cotati PD	d	8-Plan (5-2, no teams)
Fort Bragg PD	d	8-Plan (5-2, no teams)
Healdsburg PD	d	8-Plan (5-2, no teams)
Ukiah PD	p	Other 10-Plan

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 599		
Agency	Schedule	Description*
Sonoma Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Petaluma PD	o	10-Plan (4-3, no teams)
Rohnert Park PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Humboldt Co. SD	d	8-Plan (5-2, no teams)
Medocino Co. SD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

**DISPATCH WORK SCHEDULES USED  
BY AREA AND SIZE**

**SAN FRANCISCO BAY**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Atherton PD	d	8-Plan (5-2, no teams)
Brisbane PD	d	8-Plan (5-2, no teams)
Colma PD	d	8-Plan (5-2, no teams)
Contra Costa Comm. Coll. PD	d	8-Plan (5-2, no teams)
CSU Hayward PD	d	8-Plan (5-2, no teams)
Fairfax PD	a	8-Plan (5-2, teams)
Foothill-Deanze Comm. Coll. PD	a	8-Plan (5-2, teams)
San Jose/Evergreen Comm. Coll. PD	d	8-Plan (5-2, no teams)
Tiburon PD	d	8-Plan (5-2, no teams)
West Valley-Mission Comm. Coll. PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Burlingame PD	d	8-Plan (5-2, no teams)
Campbell PD	d	8-Plan (5-2, no teams)
Foster City PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Gilroy PD	d	8-Plan (5-2, no teams)
Martinez PD	a	8-Plan (5-2, teams)
Newark PD	d	8-Plan (5-2, no teams)
Novato PD	n	10-Plan (4-3, teams)
Pacifica PD	a	8-Plan (5-2, teams)
Pleasant Hill PD	d	8-Plan (5-2, no teams)
San Bruno PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Albany PD	o	10-Plan (4-3, no teams)
Belmont PD	d	8-Plan (5-2, no teams)
CSU San Francisco PD	d	8-Plan (5-2, no teams)
CSU San Jose PD	d	8-Plan (5-2, no teams)
Emeryville PD	d	8-Plan (5-2, no teams)
Hillsborough PD	d	8-Plan (5-2, no teams)
Los Altos PD	a	8-Plan (5-2, teams)
Mill Valley PD	d	8-Plan (5-2, no teams)
Millbrae PD	d	8-Plan (5-2, no teams)
Morgan Hill PD	d	8-Plan (5-2, no teams)
Peralta Comm. Coll. PD	d	8-Plan (5-2, no teams)
Pinole PD	o	10-Plan (4-3, no teams)
San Carlos PD	d	8-Plan (5-2, no teams)
Sausalito PD	d	8-Plan (5-2, no teams)
Twin Cities PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
East Bay Regional Park Dist. PD	m	10-Plan (4-3, teams)
Los Gatos PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alameda Co. SD	d	8-Plan (5-2, no teams)
Antioch PD	p	Other 10-Plan
BART PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Daly City PD	d	8-Plan (5-2, no teams)
Livermore PD	g	Other 8-Plan
Milpitas PD	d	8-Plan (5-2, no teams)
Palo Alto PD	o	10-Plan (4-3, no teams)
Pleasanton PD	d	8-Plan (5-2, no teams)
Redwood City PD	d	8-Plan (5-2, no teams)
San Rafael PD	o	10-Plan (4-3, no teams)
Santa Clara PD	d	8-Plan (5-2, no teams)
South San Francisco PD	w	12-Plan (4-3, no teams)
UC Berkeley PD	o	10-Plan (4-3, no teams)
Union City PD	o	10-Plan (4-3, no teams)
Walnut Creek PD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

**DISPATCH WORK SCHEDULES USED  
BY AREA AND SIZE**

**SAN FRANCISCO BAY (Contd.)**

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Berkeley PD	d	8-Plan (5-2, no teams)
Concord PD	o	10-Plan (4-3, no teams)
Hayward PD	o	10-Plan (4-3, no teams)
Marin Co. SD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Richmond PD	o	10-Plan (4-3, no teams)
Sunnyvale PD	p	Other 10-Plan

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Contra Costa Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Fremont PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
San Mateo PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Oakland PD	d	8-Plan (5-2, no teams)
San Francisco PD	a	8-Plan (5-2, teams)
San Jose PD	n	10-Plan (4-3, teams)

\*See Appendix 1, pages 14-15, for complete description

**DISPATCH WORK SCHEDULES USED  
BY AREA AND SIZE**

**SOUTH COAST**

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Allan Hancock Comm. Coll. PD	a	8-Plan (5-2, teams)
Scotts Valley PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Santa Cruz PD	p	Other 10-Plan

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Arroyo Grande PD	d	8-Plan (5-2, no teams)
Atascadero PD	d	8-Plan (5-2, no teams)
Capitola PD	o	10-Plan (4-3, no teams)
Carmel-by-the-Sea PD	d	8-Plan (5-2, no teams)
Carpinteria PD	d	8-Plan (5-2, no teams)
CSU San Luis Obispo PD	o	10-Plan (4-3, no teams)
Grover City PD	d	8-Plan (5-2, no teams)
Morro Bay PD	d	8-Plan (5-2, no teams)
Pismo Beach PD	d	8-Plan (5-2, no teams)
UC Santa Barbara PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
San Luis Obispo Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Santa Barbara Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Lompoc PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
San Luis Obispo PD	d	8-Plan (5-2, no teams)
Santa Maria PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

## DISPATCH WORK SCHEDULES USED BY AREA AND SIZE

### NORTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Calistoga PD	d	8-Plan (5-2, no teams)
Corning PD	d	8-Plan (5-2, no teams)
CSU Chico PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
CSU Humboldt PD	d	8-Plan (5-2, no teams)
CSU Sacramento PD	d	8-Plan (5-2, no teams)
Dorris PD	d	8-Plan (5-2, no teams)
Dunsmuir PD	a	8-Plan (5-2, teams)
Gridley PD	a	8-Plan (5-2, teams)
Ione PD	l	Other 9-Plan
Lincoln PD	d	8-Plan (5-2, no teams)
Mt. Shasta PD	d	8-Plan (5-2, no teams)
Sierra Co. SD	d	8-Plan (5-2, no teams)
St. Helena PD	d	8-Plan (5-2, no teams)
Weed PD	d	8-Plan (5-2, no teams)
Yreka PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Chico PD	o	10-Plan (4-3, no teams)
Lassen Co. SD	d	8-Plan (5-2, no teams)
Siskiyou Co. SD	y	Other 12-Plan
South Lake Tahoe PDa		8-Plan (5-2, teams)
Tehama Co. SD	d	8-Plan (5-2, no teams)
Yuba Co. SD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Butte Co. SD	o	10-Plan (4-3, no teams)
Fairfield PD	d	8-Plan (5-2, no teams)
Lake Co. SD	d	8-Plan (5-2, no teams)
Napa PD	d	8-Plan (5-2, no teams)
Nevada Co. SD	d	8-Plan (5-2, no teams)
Redding PD	d	8-Plan (5-2, no teams)
Roseville PD	o	10-Plan (4-3, no teams)
Sutter Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Vacaville PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Auburn PD	a	8-Plan (5-2, teams)
Clearlake PD	d	8-Plan (5-2, no teams)
Colusa Co. SD	o	10-Plan (4-3, no teams)
Folsom PD	a	8-Plan (5-2, teams)
Grass Valley PD	d	8-Plan (5-2, no teams)
Marysville PD	d	8-Plan (5-2, no teams)
Paradise PD	o	10-Plan (4-3, no teams)
Red Bluff PD	d	8-Plan (5-2, no teams)
Rocklin PD	d	8-Plan (5-2, no teams)
Suisun City PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Vallejo PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Amador Co. SD	o	10-Plan (4-3, no teams)
Benicia PD	a	8-Plan (5-2, teams)
Davis PD	d	8-Plan (5-2, no teams)
Eureka PD	o	10-Plan (4-3, no teams)
Glenn Co. SD	d	8-Plan (5-2, no teams)
Yuba City PD	e	8-Plan (6-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Placer Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
California State Police	d	8-Plan (5-2, no teams)
Solano Co. SD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

**DISPATCH WORK SCHEDULES USED  
BY AREA AND SIZE**

**NORTH (Contd.)**

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Sacramento PD	a	8-Plan (5-2, teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
California Highway Patrol	d	8-Plan (5-2, no teams)
Sacramento Co. SD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

## DISPATCH WORK SCHEDULES USED BY AREA AND SIZE

### VALLEY

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Angels PD	a	8-Plan (5-2, teams)
Arvin PD	d	8-Plan (5-2, no teams)
Bear Valley PD	y	Other 12-Plan
California City PD	d	8-Plan (5-2, no teams)
Chowchilla PD	d	8-Plan (5-2, no teams)
Corcoran PD	g	Other 8-Plan
CSU Bakersfield PD	d	8-Plan (5-2, no teams)
CSU Stanislaus PD	d	8-Plan (5-2, no teams)
Dos Palos PD	a	8-Plan (5-2, teams)
Escalon PD	d	8-Plan (5-2, no teams)
Exeter PD	d	8-Plan (5-2, no teams)
Kingsburg PD	a	8-Plan (5-2, teams)
Livingston PD	b	8-Plan (6-3, teams)
Ripon PD	d	8-Plan (5-2, no teams)
San Joaquin Delta Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sonora PD	d	8-Plan (5-2, no teams)
State Center Comm. Coll. PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Atwater PD	d	8-Plan (5-2, no teams)
CSU Fresno PD	d	8-Plan (5-2, no teams)
Dinuba PD	d	8-Plan (5-2, no teams)
Los Banos PD	d	8-Plan (5-2, no teams)
Oakdale PD	d	8-Plan (5-2, no teams)
Reedley PD	d	8-Plan (5-2, no teams)
Selma PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Calaveras Co. SD	d	8-Plan (5-2, no teams)
Ceres PD	d	8-Plan (5-2, no teams)
Hanford PD	d	8-Plan (5-2, no teams)
Madera Co. SD	o	10-Plan (4-3, no teams)
Manteca PD	d	8-Plan (5-2, no teams)
Porterville PD	d	8-Plan (5-2, no teams)
Ridgecrest PD	d	8-Plan (5-2, no teams)
Tracy PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Tulare PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Madera PD	d	8-Plan (5-2, no teams)
Merced Co. SD	d	8-Plan (5-2, no teams)
Tuolumne Co. SD	d	8-Plan (5-2, no teams)
Turlock PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Delano PD	d	8-Plan (5-2, no teams)
Kings Co. SD	d	8-Plan (5-2, no teams)
Lodi PD	d	8-Plan (5-2, no teams)
Merced PD	d	8-Plan (5-2, no teams)
Visalia PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Bakersfield PD	n	10-Plan (4-3, teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Stockton PD	n	10-Plan (4-3, teams)
Tulare Co. SD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Fresno PD	d	8-Plan (5-2, no teams)
Kern Co. SD	d	8-Plan (5-2, no teams)
San Joaquin Co. SD	p	Other 10-Plan

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

\*See Appendix 1, pages 14-15, for complete description

# DISPATCH WORK SCHEDULES USED BY AREA AND SIZE

## SOUTH

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Cerritos Comm.		
Coll. PD	d	8-Plan (5-2, no teams)
CSU Dominguez Hills PD	o	10-Plan (4-3, no teams)
CSU Long Beach PD	d	8-Plan (5-2, no teams)
El Camino Comm. Coll. PD	d	8-Plan (5-2, no teams)
Pasadena Comm. Coll. PD	d	8-Plan (5-2, no teams)
Sierra Madre PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Bell PD	o	10-Plan (4-3, no teams)
Claremont PD	d	8-Plan (5-2, no teams)
Coronado PD	d	8-Plan (5-2, no teams)
LaVerne PD	d	8-Plan (5-2, no teams)
Placentia PD	a	8-Plan (5-2, teams)
San Fernando PD	d	8-Plan (5-2, no teams)
Seal Beach PD	y	Other 12-Plan
Signal Hill PD	s	12-Plan (4-3, teams)
South Pasadena PD	t	12-Plan (3-4, teams)
UC Irvine PD	o	10-Plan (4-3, no teams)
Vernon PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Adelanto PD	s	12-Plan (4-3, teams)
CSU Fullerton PD	u	12-Plan (3-3, no teams)
CSU Pomona PD	d	8-Plan (5-2, no teams)
CSU San Diego PD	d	8-Plan (5-2, no teams)
Irwindale PD	d	8-Plan (5-2, no teams)
La Palma PD	y	Other 12-Plan
Los Alamitos PD	g	Other 8-Plan
Maywood PD	g	Other 8-Plan
Palos Verdes Estates PD	o	10-Plan (4-3, no teams)
Port Hueneme PD	d	8-Plan (5-2, no teams)
San Diego Comm. Coll. PD	d	8-Plan (5-2, no teams)
San Marino PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Santa Paula PD	a	8-Plan (5-2, teams)

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Arcadia PD	d	8-Plan (5-2, no teams)
Azusa PD	o	10-Plan (4-3, no teams)
Baldwin Park PD	o	10-Plan (4-3, no teams)
Covina PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Cypress PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Fountain Valley PD	m	10-Plan (4-3, teams)
Glendora PD	d	8-Plan (5-2, no teams)
La Habra PD	d	8-Plan (5-2, no teams)
La Mesa PD	d	8-Plan (5-2, no teams)
Laguna Beach PD	h	9-Plan (5-2/4-3 or 5-3/4-2, teams)
Monrovia PD	d	8-Plan (5-2, no teams)
San Clemente PD	a	8-Plan (5-2, teams)
UC Los Angeles PD	p	Other 10-Plan
UC San Diego PD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

## DISPATCH WORK SCHEDULES USED BY AREA AND SIZE

### SOUTH (Contd.)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Alhambra PD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)
Carlsbad PD	d	8-Plan (5-2, no teams)
Culver City PD	d	8-Plan (5-2, no teams)
Downey PD	o	10-Plan (4-3, no teams)
El Monte PD	o	10-Plan (4-3, no teams)
Huntington Park PD	o	10-Plan (4-3, no teams)
Irvine PD	t	12-Plan (3-4, teams)
Montebello PD	d	8-Plan (5-2, no teams)
Monterey Park PD	d	8-Plan (5-2, no teams)
National City PD	o	10-Plan (4-3, no teams)
Redondo Beach PD	d	8-Plan (5-2, no teams)
Simi Valley PD	d	8-Plan (5-2, no teams)
Southgate PD	n	10-Plan (4-3, teams)
Tustin PD	d	8-Plan (5-2, no teams)
Ventura PD	o	10-Plan (4-3, no teams)
West Covina PD	t	12-Plan (3-4, teams)
Westminster PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Whittier PD	a	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Beverly Hills PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Burbank PD	d	8-Plan (5-2, no teams)
Chula Vista PD	n	10-Plan (4-3, teams)
Compton PD	a	8-Plan (5-2, teams)
Costa Mesa PD	d	8-Plan (5-2, no teams)
El Cajon PD	d	8-Plan (5-2, no teams)
Escondido PD	d	8-Plan (5-2, no teams)
Fullerton PD	a	8-Plan (5-2, teams)
Garden Grove PD	o	10-Plan (4-3, no teams)
Oceanside PD	d	8-Plan (5-2, no teams)
Orange PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Oxnard PD	m	10-Plan (4-3, teams)
Pomona PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
Glendale PD	d	8-Plan (5-2, no teams)
Huntington Beach PD	m	9-Plan (5-2/4-3 or 5-3/4-2, no teams)
Inglewood PD	d	8-Plan (5-2, no teams)
Pasadena PD	d	8-Plan (5-2, no teams)
Santa Monica PD	j	9-Plan (5-2/4-3 or 5-3/4-2, no teams)

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
Ventura Co. SD	y	Other 12-Plan

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
Anaheim PD	d	8-Plan (5-2, no teams)
Santa Ana PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Long Beach PD	d	8-Plan (5-2, no teams)
Los Angeles Co. SD	d	8-Plan (5-2, no teams)
Orange Co. SD	o	10-Plan (4-3, no teams)
San Diego Co. SD	d	8-Plan (5-2, no teams)
San Diego PD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

# DISPATCH WORK SCHEDULES USED BY AREA AND SIZE

## INLAND

AGENCY SIZE: 1 - 24		
Agency	Schedule	Description*
Bishop PD CSU San Bernardino DPS	d	8-Plan (5-2, no teams)
Holtville PD	d	8-Plan (5-2, no teams)
UC Riverside PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 200 - 299		
Agency	Schedule	Description*
Imperial Co. SD	n	10-Plan (4-3, teams)

AGENCY SIZE: 25 - 49		
Agency	Schedule	Description*
Banning PD	k	9-Plan (6-3, no teams)
Beaumont PD	d	8-Plan (5-2, no teams)
Blythe PD	d	8-Plan (5-2, no teams)
Calexico PD	d	8-Plan (5-2, no teams)
Coachella PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 300 - 399		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 400 - 499		
Agency	Schedule	Description*
San Bernardino PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: 50 - 74		
Agency	Schedule	Description*
Barstow PD	d	8-Plan (5-2, no teams)
El Centro PD	a	8-Plan (5-2, teams)
Hemet PD	a	8-Plan (5-2, teams)
Inyo Co. SD	d	8-Plan (5-2, no teams)
Montclair PD	o	10-Plan (4-3, no teams)

AGENCY SIZE: 500 - 999		
Agency	Schedule	Description*
<i>No agencies in this category.</i>		

AGENCY SIZE: 75 - 99		
Agency	Schedule	Description*
Colton PD	d	8-Plan (5-2, no teams)
Indio PD	d	8-Plan (5-2, no teams)

AGENCY SIZE: OVER 1,000		
Agency	Schedule	Description*
Riverside Co. SD	n	10-Plan (4-3, teams)
San Bernardino Co. SD	z	Other schedule (not 8-, 9-, 10- or 12-Plan)

AGENCY SIZE: 100 - 199		
Agency	Schedule	Description*
Corona PD	y	Other 12-Plan
Fontana PD	d	8-Plan (5-2, no teams)
Palm Springs PD	d	8-Plan (5-2, no teams)
Rialto PD	d	8-Plan (5-2, no teams)
Upland PD	d	8-Plan (5-2, no teams)

\*See Appendix 1, pages 14-15, for complete description

## WORK SCHEDULES USED BY RESPONDING AGENCIES

Returned responses indicated many agencies use more than one work schedule. For example, an agency may use a 10-plan for Patrol, an 8-plan for Traffic and Investigation, and a 12-plan for Dispatch. Only 200 of the 385 respondents use only one plan in their agency.

Included in this appendix is a list of the of work plans used by responding agencies for Patrol, Traffic, Investigation and Dispatch units. Analysis shows that 164 agencies use only an 8-plan, 2 use only a 9-plan, 28 use only a 10-plan, 4 use only a 12-plan, and 2 use only an "other" schedule.

Of those agencies using an 8-plan in Patrol, the following schedules are also used:

	TRAFFIC	INVESTIGATION	DISPATCH
9-Plan	2	3	1
10-Plan	10	2	9
12-Plan	0	0	5
Other	0	1	2

Of those agencies using a 9-plan in Patrol, the following schedules are also used:

	TRAFFIC	INVESTIGATION	DISPATCH
8-Plan	2	8	11
10-Plan	1	1	1
12-Plan	0	0	1
Other	1	0	1

Of those agencies using a 10-plan in Patrol, the following schedules are also used:

	TRAFFIC	INVESTIGATION	DISPATCH
8-Plan	12	60	45
9-Plan	3	16	2
12-Plan	0	0	3
Other	2	1	3

Of those agencies using a 12-plan in Patrol, the following schedules are also used:

	TRAFFIC	INVESTIGATION	DISPATCH
8-Plan	1	7	9
9-Plan	0	3	2
10-Plan	7	11	3
Other	0	1	2

Of those agencies using an "other" plan in Patrol, the following schedules are also used:

	TRAFFIC	INVESTIGATION	DISPATCH
8-Plan	5	11	9
9-Plan	1	1	0
10-Plan	1	0	2
12-Plan	0	0	0

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Adelanto PD	12-Plan	-	8-Plan	12-Plan
Alameda Co. SD	8-Plan	-	8-Plan	8-Plan
Albany PD	10-Plan	10-Plan	10-Plan	10-Plan
Alhambra PD	12-Plan	10-Plan	10-Plan	Other
Allan Hancock Com. Coll. PD	8-Plan	-	-	8-Plan
Amador Co. SD	10-Plan	-	10-Plan	10-Plan
Anaheim PD	9-Plan	8-Plan	8-Plan	8-Plan
Angels PD	8-Plan	-	-	8-Plan
Antioch PD	10-Plan	10-Plan	8-Plan	10-Plan
Arcadia PD	Other	Other	9-Plan	8-Plan
Arcata PD	8-Plan	-	8-Plan	8-Plan
Arroyo Grande PD	12-Plan	-	9-Plan	8-Plan
Arvin PD	8-Plan	-	8-Plan	8-Plan
Atascadero PD	8-Plan	-	8-Plan	8-Plan
Atherton PD	8-Plan	-	8-Plan	8-Plan
Atwater PD	10-Plan	-	8-Plan	8-Plan
Auburn PD	8-Plan	-	8-Plan	8-Plan
Azusa PD	10-Plan	10-Plan	10-Plan	10-Plan
Bakersfield PD	10-Plan	Other	8-Plan	10-Plan
Baldwin Park PD	8-Plan	8-Plan	8-Plan	10-Plan
Banning PD	12-Plan	8-Plan	8-Plan	9-Plan
Barstow PD	8-Plan	-	8-Plan	8-Plan
BART PD	10-Plan	10-Plan	10-Plan	10-Plan
Bear Valley PD	12-Plan	-	-	12-Plan
Beaumont PD	12-Plan	-	8-Plan	8-Plan
Bell PD	10-Plan	10-Plan	10-Plan	10-Plan
Belmont PD	8-Plan	10-Plan	8-Plan	8-Plan
Belvedere PD	8-Plan	-	-	-
Benicia PD	8-Plan	8-Plan	8-Plan	8-Plan
Berkeley PD	10-Plan	8-Plan	8-Plan	8-Plan
Beverly Hills PD	10-Plan	9-Plan	9-Plan	9-Plan
Bishop PD	8-Plan	8-Plan	8-Plan	8-Plan
Blue Lake PD	8-Plan	-	-	-
Blythe PD	8-Plan	-	8-Plan	8-Plan
Brentwood PD	10-Plan	-	-	-
Brisbane PD	12-Plan	-	Other	8-Plan
Broadmoor PD	12-Plan	-	-	-
Burbank PD	8-Plan	8-Plan	8-Plan	8-Plan
Burlingame PD	8-Plan	8-Plan	8-Plan	8-Plan
Butte Co. SD	10-Plan	-	8-Plan	10-Plan
Butte Comm. Coll. PD	Other	-	-	-
Cabrillo Comm. Coll. PD	10-Plan	-	-	-
Calaveras Co. SD	10-Plan	-	8-Plan	8-Plan
Calexico PD	8-Plan	-	8-Plan	8-Plan
California City PD	8-Plan	-	8-Plan	8-Plan
California Highway Patrol	-	8-Plan	-	8-Plan
California State Police	8-Plan	-	8-Plan	8-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Calistoga PD	10-Plan	-	-	8-Plan
Camarillo PD	8-Plan	9-Plan	8-Plan	-
Campbell PD	8-Plan	8-Plan	8-Plan	8-Plan
Capitola PD	9-Plan	-	8-Plan	10-Plan
Carlsbad PD	8-Plan	8-Plan	8-Plan	8-Plan
Carmel-by-the-Sea PD	8-Plan	8-Plan	8-Plan	8-Plan
Carpinteria PD	10-Plan	-	8-Plan	8-Plan
Ceres PD	8-Plan	-	8-Plan	8-Plan
Cerritos Comm. Coll. PD	10-Plan	-	-	8-Plan
Chico PD	10-Plan	10-Plan	8-Plan	10-Plan
Chino PD	10-Plan	8-Plan	9-Plan	-
Chowchilla PD	8-Plan	-	8-Plan	8-Plan
Chula Vista PD	10-Plan	9-Plan	9-Plan	10-Plan
Claremont PD	8-Plan	8-Plan	8-Plan	8-Plan
Clayton PD	12-Plan	-	12-Plan	-
Clearlake PD	10-Plan	-	8-Plan	8-Plan
Cloverdale PD	10-Plan	-	10-Plan	8-Plan
Coachella PD	8-Plan	8-Plan	8-Plan	8-Plan
Colfax PD	10-Plan	-	-	-
Colma PD	8-Plan	-	-	8-Plan
Colton PD	8-Plan	8-Plan	8-Plan	8-Plan
Colusa Co. SD	10-Plan	-	Other	10-Plan
Compton PD	9-Plan	9-Plan	9-Plan	8-Plan
Concord PD	10-Plan	10-Plan	9-Plan	10-Plan
Contra Costa Co. SD	8-Plan	-	10-Plan	8-Plan
Contra Costa Comm. Coll. Dist. PD	8-Plan	-	8-Plan	8-Plan
Corcoran PD	8-Plan	-	-	8-Plan
Corning PD	8-Plan	-	8-Plan	8-Plan
Corona PD	9-Plan	9-Plan	9-Plan	12-Plan
Coronado PD	9-Plan	9-Plan	9-Plan	8-Plan
Costa Mesa PD	9-Plan	9-Plan	9-Plan	8-Plan
Cotati PD	10-Plan	-	8-Plan	8-Plan
Covina PD	10-Plan	10-Plan	10-Plan	Other
Crescent City PD	8-Plan	-	Other	-
CSU Bakersfield DPS	8-Plan	-	8-Plan	8-Plan
CSU Chico PD	8-Plan	-	8-Plan	Other
CSU Dominguez Hills PD	10-Plan	-	8-Plan	10-Plan
CSU Fresno DPS	8-Plan	-	8-Plan	8-Plan
CSU Fullerton DPS	10-Plan	-	10-Plan	12-Plan
CSU Hayward DPS	8-Plan	-	8-Plan	8-Plan
CSU Humboldt DPS	10-Plan	-	-	8-Plan
CSU Long Beach PD	8-Plan	-	8-Plan	8-Plan
CSU Pomona DPS	8-Plan	-	-	8-Plan
CSU Sacramento DPS	8-Plan	-	8-Plan	8-Plan
CSU San Bernardino DPS	10-Plan	-	8-Plan	8-Plan
CSU San Diego DPS	8-Plan	-	9-Plan	8-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
CSU San Francisco PD	8-Plan	-	8-Plan	8-Plan
CSU San Jose DPS	8-Plan	-	8-Plan	8-Plan
CSU San Luis Obispo DPS	8-Plan	-	8-Plan	10-Plan
CSU Sonoma DPS	8-Plan	-	-	8-Plan
CSU Stanislaus DPS	8-Plan	-	-	8-Plan
Culver City PD	10-Plan	10-Plan	10-Plan	8-Plan
Cypress PD	9-Plan	9-Plan	9-Plan	9-Plan
Daly City PD	8-Plan	8-Plan	8-Plan	8-Plan
Davis PD	8-Plan	10-Plan	8-Plan	8-Plan
Delano PD	8-Plan	8-Plan	8-Plan	8-Plan
Dinuba PD	10-Plan	-	8-Plan	8-Plan
Dixon PD	10-Plan	-	8-Plan	-
Dorris PD	12-Plan	-	-	8-Plan
Dos Palos PD	Other	-	-	8-Plan
Downey PD	10-Plan	10-Plan	10-Plan	10-Plan
Dunsmuir PD	10-Plan	-	-	8-Plan
East Bay Regional Park				
Dist. PD	10-Plan	-	10-Plan	10-Plan
El Cajon PD	8-Plan	8-Plan	9-Plan	8-Plan
El Camino Comm. Coll. PD	12-Plan	-	-	8-Plan
El Centro PD	8-Plan	10-Plan	8-Plan	8-Plan
El Cerrito PD	8-Plan	-	8-Plan	-
El Dorado Co. SD	10-Plan	-	10-Plan	-
El Monte PD	12-Plan	10-Plan	10-Plan	10-Plan
El Segundo PD	10-Plan	9-Plan	9-Plan	-
Emeryville PD	8-Plan	8-Plan	8-Plan	8-Plan
Escalon PD	8-Plan	-	-	8-Plan
Escondido PD	8-Plan	8-Plan	8-Plan	8-Plan
Eureka PD	10-Plan	10-Plan	8-Plan	10-Plan
Exeter PD	8-Plan	-	8-Plan	8-Plan
Fairfax PD	8-Plan	-	-	8-Plan
Fairfield PD	8-Plan	8-Plan	8-Plan	8-Plan
Ferndale PD	8-Plan	-	-	-
Folsom PD	12-Plan	-	10-Plan	8-Plan
Fontana PD	10-Plan	10-Plan	8-Plan	8-Plan
Foothill-Deanza				
Comm. Coll. DPS	8-Plan	-	8-Plan	8-Plan
Fort Bragg PD	8-Plan	-	8-Plan	8-Plan
Fortuna PD	8-Plan	-	-	8-Plan
Foster City PD	Other	-	8-Plan	Other
Fountain Valley PD	10-Plan	10-Plan	10-Plan	10-Plan
Fremont PD	9-Plan	10-Plan	10-Plan	Other
Fremont-Newark				
Comm. Coll. PD	8-Plan	-	-	-
Fresno PD	10-Plan	8-Plan	8-Plan	8-Plan
Fullerton PD	10-Plan	10-Plan	9-Plan	8-Plan
Garden Grove PD	10-Plan	10-Plan	9-Plan	10-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Gardena PD	10-Plan	8-Plan	8-Plan	-
Gilroy PD	10-Plan	-	10-Plan	8-Plan
Glendale PD	8-Plan	8-Plan	8-Plan	8-Plan
Glendora PD	10-Plan	10-Plan	8-Plan	8-Plan
Glenn Co. SD	10-Plan	-	8-Plan	8-Plan
Gonzales PD	8-Plan	-	-	-
Grass Valley PD	8-Plan	8-Plan	8-Plan	8-Plan
Greenfield PD	8-Plan	-	-	-
Gridley PD	8-Plan	-	8-Plan	8-Plan
Grover City PD	9-Plan	9-Plan	9-Plan	8-Plan
Guadalupe PD	8-Plan	-	-	-
Gustine PD	8-Plan	-	-	-
Half Moon Bay PD	10-Plan	10-Plan	10-Plan	-
Hanford PD	8-Plan	-	8-Plan	8-Plan
Hawthorne PD	12-Plan	10-Plan	10-Plan	-
Hayward PD	10-Plan	10-Plan	8-Plan	10-Plan
Healdsburg PD	10-Plan	-	8-Plan	8-Plan
Hemet PD	8-Plan	8-Plan	8-Plan	8-Plan
Hercules PD	Other	8-Plan	8-Plan	-
Hillsborough PD	8-Plan	-	8-Plan	8-Plan
Hollister PD	8-Plan	-	8-Plan	-
Holtville PD	8-Plan	-	-	8-Plan
Hughson PD	8-Plan	-	-	-
Humboldt Co. SD	10-Plan	-	8-Plan	8-Plan
Huntington Beach PD	10-Plan	10-Plan	10-Plan	10-Plan
Huntington Park PD	10-Plan	-	10-Plan	10-Plan
Imperial Co. SD	8-Plan	-	8-Plan	10-Plan
Imperial PD	10-Plan	-	10-Plan	-
Indio PD	8-Plan	8-Plan	8-Plan	8-Plan
Inglewood PD	10-Plan	8-Plan	8-Plan	8-Plan
Inyo Co. SD	8-Plan	-	8-Plan	8-Plan
Ione PD	8-Plan	-	-	9-Plan
Irvine PD	10-Plan	10-Plan	10-Plan	12-Plan
Irwindale PD	8-Plan	-	8-Plan	8-Plan
Isleton PD	8-Plan	-	-	-
Jackson PD	8-Plan	-	-	-
Kerman PD	8-Plan	-	-	-
Kern Co. SD	10-Plan	-	10-Plan	8-Plan
Kings Co. SD	8-Plan	-	8-Plan	8-Plan
Kingsburg PD	8-Plan	-	8-Plan	8-Plan
La Habra PD	10-Plan	10-Plan	9-Plan	8-Plan
La Mesa PD	Other	Other	8-Plan	8-Plan
La Palma PD	12-Plan	-	10-Plan	12-Plan
Laguna Beach PD	12-Plan	10-Plan	10-Plan	9-Plan
Lake Co. SD	8-Plan	-	8-Plan	8-Plan
Lake Shastina PD	8-Plan	-	-	-
Lakeport PD	8-Plan	-	8-Plan	-

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Lassen Co. SD	8-Plan	-	8-Plan	8-Plan
LaVerne PD	8-Plan	8-Plan	8-Plan	8-Plan
Lemoore PD	8-Plan	-	8-Plan	-
Lincoln PD	8-Plan	-	-	8-Plan
Livermore PD	9-Plan	8-Plan	9-Plan	8-Plan
Livingston PD	8-Plan	-	-	8-Plan
Lodi PD	10-Plan	8-Plan	8-Plan	8-Plan
Lompoc PD	8-Plan	8-Plan	8-Plan	8-Plan
Long Beach PD	Other	8-Plan	Other	8-Plan
Los Alamitos PD	12-Plan	-	10-Plan	12-Plan
Los Altos PD	9-Plan	9-Plan	9-Plan	8-Plan
Los Angeles Co. SD	8-Plan	8-Plan	8-Plan	8-Plan
Los Banos PD	8-Plan	-	8-Plan	8-Plan
Los Gatos PD	Other	9-Plan	8-Plan	10-Plan
Madera Co. SD	8-Plan	-	8-Plan	10-Plan
Madera PD	8-Plan	-	8-Plan	8-Plan
Mammoth Lakes PD	8-Plan	-	8-Plan	-
Manhattan Beach PD	10-Plan	10-Plan	8-Plan	-
Manteca PD	Other	Other	8-Plan	8-Plan
Marin Co. SD	8-Plan	-	8-Plan	9-Plan
Marina PD	8-Plan	-	8-Plan	-
Mariposa Co. SD	Other	-	-	-
Martinez PD	8-Plan	8-Plan	8-Plan	8-Plan
Marysville PD	8-Plan	8-Plan	8-Plan	8-Plan
Maywood PD	8-Plan	-	10-Plan	8-Plan
Mendocino Co. SD	8-Plan	-	8-Plan	8-Plan
Merced Co. SD	8-Plan	-	8-Plan	8-Plan
Merced Comm. Coll. Dist. PD	8-Plan	-	-	-
Merced PD	8-Plan	8-Plan	8-Plan	8-Plan
Mill Valley PD	8-Plan	-	8-Plan	8-Plan
Millbrae PD	8-Plan	10-Plan	8-Plan	8-Plan
Milpitas PD	9-Plan	9-Plan	8-Plan	8-Plan
Modesto PD	8-Plan	9-Plan	8-Plan	-
Monrovia PD	10-Plan	10-Plan	8-Plan	8-Plan
Montclair PD	10-Plan	10-Plan	10-Plan	10-Plan
Montebello PD	8-Plan	8-Plan	8-Plan	8-Plan
Monterey Co. SD	8-Plan	-	8-Plan	-
Monterey Park PD	12-Plan	10-Plan	10-Plan	8-Plan
Monterey PD	10-Plan	10-Plan	8-Plan	-
Moraga PD	8-Plan	-	-	-
Morgan Hill PD	10-Plan	10-Plan	9-Plan	8-Plan
Morro Bay PD	9-Plan	-	9-Plan	8-Plan
Mountain View PD	10-Plan	10-Plan	10-Plan	-
Mt. Shasta PD	8-Plan	-	-	8-Plan
Napa Co. SD	9-Plan	-	8-Plan	-
Napa PD	10-Plan	10-Plan	10-Plan	8-Plan
National City PD	10-Plan	10-Plan	8-Plan	10-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Nevada City PD	10-Plan	-	-	-
Nevada Co. SD	10-Plan	-	8-Plan	8-Plan
Newark PD	9-Plan	9-Plan	9-Plan	8-Plan
Newman PD	8-Plan	-	8-Plan	-
Novato PD	10-Plan	8-Plan	8-Plan	10-Plan
Oakdale PD	8-Plan	-	8-Plan	8-Plan
Oakland PD	8-Plan	8-Plan	8-Plan	8-Plan
Oceanside PD	8-Plan	8-Plan	8-Plan	8-Plan
Ontario PD	8-Plan	8-Plan	8-Plan	-
Orange Co. SD	8-Plan	-	9-Plan	10-Plan
Orange PD	9-Plan	9-Plan	9-Plan	9-Plan
Oxnard PD	10-Plan	10-Plan	8-Plan	10-Plan
Pacific Grove PD	8-Plan	8-Plan	8-Plan	-
Pacifica PD	10-Plan	10-Plan	8-Plan	8-Plan
Palm Springs PD	10-Plan	8-Plan	8-Plan	8-Plan
Palo Alto PD	10-Plan	10-Plan	9-Plan	10-Plan
Palos Verdes Estates PD	12-Plan	-	10-Plan	10-Plan
Paradise PD	8-Plan	8-Plan	8-Plan	10-Plan
Pasadena				
Comm. Coll. Dist. PD	8-Plan	-	8-Plan	8-Plan
Pasadena PD	8-Plan	8-Plan	8-Plan	8-Plan
Patterson PD	8-Plan	-	8-Plan	-
Peralta Comm. Coll. DPS	8-Plan	-	8-Plan	8-Plan
Petaluma PD	10-Plan	-	10-Plan	10-Plan
Pinole PD	10-Plan	-	8-Plan	10-Plan
Pismo Beach PD	8-Plan	8-Plan	8-Plan	8-Plan
Placentia PD	9-Plan	9-Plan	9-Plan	8-Plan
Placer Co. SD	10-Plan	-	9-Plan	10-Plan
Placerville PD	9-Plan	-	8-Plan	-
Pleasant Hill PD	8-Plan	8-Plan	8-Plan	8-Plan
Pleasanton PD	8-Plan	8-Plan	8-Plan	8-Plan
Pomona PD	10-Plan	10-Plan	10-Plan	10-Plan
Port Hueneme PD	8-Plan	-	8-Plan	8-Plan
Porterville PD	8-Plan	8-Plan	8-Plan	8-Plan
Red Bluff PD	8-Plan	8-Plan	8-Plan	8-Plan
Redding PD	10-Plan	10-Plan	8-Plan	8-Plan
Redondo Beach PD	10-Plan	10-Plan	9-Plan	8-Plan
Redwood City PD	10-Plan	10-Plan	10-Plan	8-Plan
Reedley PD	8-Plan	-	8-Plan	8-Plan
Rialto PD	8-Plan	8-Plan	8-Plan	8-Plan
Richmond PD	10-Plan	10-Plan	9-Plan	10-Plan
Ridgecrest PD	8-Plan	8-Plan	8-Plan	8-Plan
Rio Dell PD	8-Plan	-	-	-
Rio Vista PD	10-Plan	-	-	-
Ripon PD	8-Plan	-	8-Plan	8-Plan
Riverbank PD	8-Plan	-	8-Plan	-
Riverside Co. SD	Other	Other	8-Plan	10-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Rocklin PD	10-Plan	10-Plan	10-Plan	8-Plan
Rohnert Park PD	8-Plan	8-Plan	8-Plan	8-Plan
Roseville PD	10-Plan	10-Plan	10-Plan	10-Plan
Sacramento Co. SD	10-Plan	-	-	8-Plan
Sacramento PD	10-Plan	8-Plan	8-Plan	8-Plan
Salinas PD	10-Plan	8-Plan	8-Plan	-
San Benito SD	12-Plan	-	8-Plan	-
San Bernardino Co. SD	8-Plan	8-Plan	8-Plan	Other
San Bernardino PD	10-Plan	10-Plan	8-Plan	8-Plan
San Bruno PD	10-Plan	10-Plan	8-Plan	10-Plan
San Carlos PD	8-Plan	8-Plan	8-Plan	8-Plan
San Clemente PD	12-Plan	-	9-Plan	8-Plan
San Diego Co. SD	8-Plan	8-Plan	8-Plan	8-Plan
San Diego Comm. Coll. Dist. PD	8-Plan	-	-	8-Plan
San Diego PD	10-Plan	10-Plan	8-Plan	8-Plan
San Fernando PD	8-Plan	-	8-Plan	8-Plan
San Francisco PD	10-Plan	8-Plan	8-Plan	8-Plan
San Joaquin Co. SD	10-Plan	-	8-Plan	10-Plan
San Joaquin Delta Comm. Coll. PD	8-Plan	-	-	8-Plan
San Jose/Evergreen Comm. Coll. PD	10-Plan	-	-	8-Plan
San Jose PD	10-Plan	10-Plan	8-Plan	10-Plan
San Juan Bautista PD	12-Plan	-	-	-
San Luis Obispo Co. SD	10-Plan	-	8-Plan	10-Plan
San Luis Obispo PD	12-Plan	12-Plan	8-Plan	8-Plan
San Marino PD	Other	-	8-Plan	Other
San Mateo Co. SD	12-Plan	-	8-Plan	Other
San Mateo PD	10-Plan	10-Plan	8-Plan	-
San Rafael PD	8-Plan	8-Plan	8-Plan	10-Plan
Sand City PD	8-Plan	-	-	-
Santa Ana PD	8-Plan	8-Plan	8-Plan	8-Plan
Santa Barbara Co. SD	12-Plan	12-Plan	8-Plan	10-Plan
Santa Clara PD	10-Plan	10-Plan	8-Plan	8-Plan
Santa Cruz Co. SD	10-Plan	-	8-Plan	-
Santa Cruz PD	10-Plan	10-Plan	9-Plan	10-Plan
Santa Maria PD	8-Plan	8-Plan	8-Plan	8-Plan
Santa Monica PD	10-Plan	-	9-Plan	9-Plan
Santa Paula PD	8-Plan	-	8-Plan	8-Plan
Santa Rosa Comm. Coll. PD	8-Plan	-	-	-
Santa Rosa PD	10-Plan	Other	8-Plan	10-Plan
Sausalito PD	8-Plan	-	8-Plan	8-Plan
Scotts Valley PD	8-Plan	8-Plan	8-Plan	8-Plan
Seal Beach PD	10-Plan	10-Plan	10-Plan	12-Plan
Seaside PD	8-Plan	-	8-Plan	-

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Sebastapol PD	10-Plan	-	-	8-Plan
Selma PD	8-Plan	-	8-Plan	8-Plan
Sierra Co. SD	8-Plan	-	-	8-Plan
Sierra Madre PD	Other	-	8-Plan	Other
Signal Hill PD	12-Plan	10-Plan	9-Plan	12-Plan
Simi Valley PD	10-Plan	10-Plan	9-Plan	8-Plan
Siskiyou Co. SD	8-Plan	-	8-Plan	12-Plan
Solano Co. SD	8-Plan	-	8-Plan	8-Plan
Soledad PD	8-Plan	-	-	-
Sonoma Co. SD	10-Plan	-	8-Plan	10-Plan
Sonora PD	8-Plan	-	8-Plan	8-Plan
South Lake Tahoe PD	10-Plan	10-Plan	8-Plan	8-Plan
South Pasadena PD	12-Plan	-	10-Plan	12-Plan
South San Francisco PD	8-Plan	Other	8-Plan	12-Plan
Southgate PD	10-Plan	10-Plan	10-Plan	10-Plan
St. Helena PD	8-Plan	-	-	8-Plan
Stallion Springs PD	10-Plan	-	-	-
Stanislaus Co. SD	8-Plan	-	8-Plan	-
State Center				
Comm. Coll. Dist. PD	8-Plan	-	8-Plan	Other
Stockton PD	10-Plan	8-Plan	8-Plan	10-Plan
Suisun City PD	8-Plan	-	8-Plan	8-Plan
Sunnyvale PD	10-Plan	10-Plan	10-Plan	10-Plan
Sutter Co. SD	10-Plan	10-Plan	8-Plan	Other
Tehama Co. SD	8-Plan	-	8-Plan	8-Plan
Tiburon PD	8-Plan	-	-	8-Plan
Tracy PD	9-Plan	9-Plan	8-Plan	Other
Trinidad PD	8-Plan	-	-	-
Tulare Co. SD	8-Plan	-	8-Plan	10-Plan
Tulare PD	8-Plan	-	8-Plan	8-Plan
Tuolumne Co. SD	10-Plan	-	8-Plan	8-Plan
Turlock PD	8-Plan	8-Plan	8-Plan	Other
Tustin PD	8-Plan	8-Plan	8-Plan	8-Plan
Twin Cities PD	8-Plan	8-Plan	8-Plan	8-Plan
UC Berkeley PD	10-Plan	-	10-Plan	10-Plan
UC Irvine PD	8-Plan	-	-	10-Plan
UC Los Angeles PD	8-Plan	-	8-Plan	10-Plan
UC Riverside PD	8-Plan	-	8-Plan	8-Plan
UC San Diego PD	Other	8-Plan	8-Plan	8-Plan
UC Santa Barbara PD	8-Plan	-	8-Plan	8-Plan
UC Santa Cruz PD	10-Plan	-	8-Plan	-
Ukiah PD	8-Plan	-	9-Plan	10-Plan
Union City PD	10-Plan	10-Plan	8-Plan	10-Plan
Upland PD	8-Plan	8-Plan	8-Plan	8-Plan
Vacaville PD	10-Plan	10-Plan	10-Plan	8-Plan
Vallejo PD	10-Plan	10-Plan	8-Plan	8-Plan
Ventura Co. SD	8-Plan	8-Plan	8-Plan	12-Plan

## WORK SCHEDULES USED

	Patrol	Traffic	Investigation	Dispatch
Ventura PD	10-Plan	10-Plan	10-Plan	10-Plan
Vernon PD	10-Plan	-	10-Plan	8-Plan
Visalia PD	10-Plan	10-Plan	8-Plan	Other
W. Valley-Mission Comm. Coll. DPS	8-Plan	-	-	8-Plan
Walnut Creek PD	Other	10-Plan	8-Plan	8-Plan
Waterford PD	8-Plan	-	-	-
Weed PD	10-Plan	-	8-Plan	8-Plan
West Covina PD	12-Plan	10-Plan	10-Plan	12-Plan
West Sacramento PD	8-Plan	8-Plan	8-Plan	-
Westminster PD	9-Plan	9-Plan	8-Plan	9-Plan
Wheatland PD	8-Plan	-	-	-
Whittier PD	Other	8-Plan	8-Plan	8-Plan
Willits PD	8-Plan	-	-	8-Plan
Winters PD	8-Plan	-	-	-
Woodland PD	9-Plan	Other	8-Plan	-
Yolo Co. SD	8-Plan	-	8-Plan	-
Yreka PD	10-Plan	-	8-Plan	8-Plan
Yuba City PD	8-Plan	8-Plan	8-Plan	8-Plan
Yuba Co. SD	8-Plan	-	8-Plan	8-Plan