

CAPISTRANO BAY DISTRICT
AGENDA REPORT
July 22, 2024

Security Report

ITEM 8a

Discussion with AUS Manager/Officer Hourly Wages

In response to concerns voiced at the June Board meeting with security staff turnover, Juan Arreallano, AUS Branch Manager, has been invited to assist the Directors in a discussion about a possible wage imbalance between the District and nearby accounts currently being managed by Allied Universal Security, and the quality of personnel being selected for assignment to this post.

The following is a list of twenty officers over the past few years and the reason for leaving Beach Road:

<u>Officer initials</u>	<u>dates worked</u>	<u>reason for leaving</u>
- SF	2016-2021	retired – moved to Georgia
- JH	2021	worked 2 weeks – poor performance
- JG	2021	moved to post closer to home – good worker
- JP	2018-2022	moved to post closer to home – good worker
- DM	2022	left for other work, not security – good worker
- AA	2022	short tenure – poor performance
- CS	2022	short tenure - poor performance
- ML	2022	left for full time at another post – satisfactory worker
- JC	2022-2023	left for other work, not security – good worker
- RM	2022-2023	removed for poor performance
- SC	2022-2024	reassigned to other post but covers here as a substitute – good wrkr
- GT	2023	removed – bad fit for multitasking
- JR	2023	promoted to other post – good worker
- MH	2021-2024	moved with family to Texas – good worker
- HH	2024	removed – bad fit for working with the public – satisfactory worker
- JB	2024	short tenure – poor performance
- WH	2024	reassigned to another post – good worker
- JO	2024	left to move out of state
- RG	2024	worked 2 days – poor performance
- CS	2024	worked 3 days - poor performance

Breakdown:

- 9 - removed for performance issues
- 5 - moved out of state
- 3 - moved to post closer to home
- 3 - reassigned/promoted by AUS