



PERFECT TOGETHER.

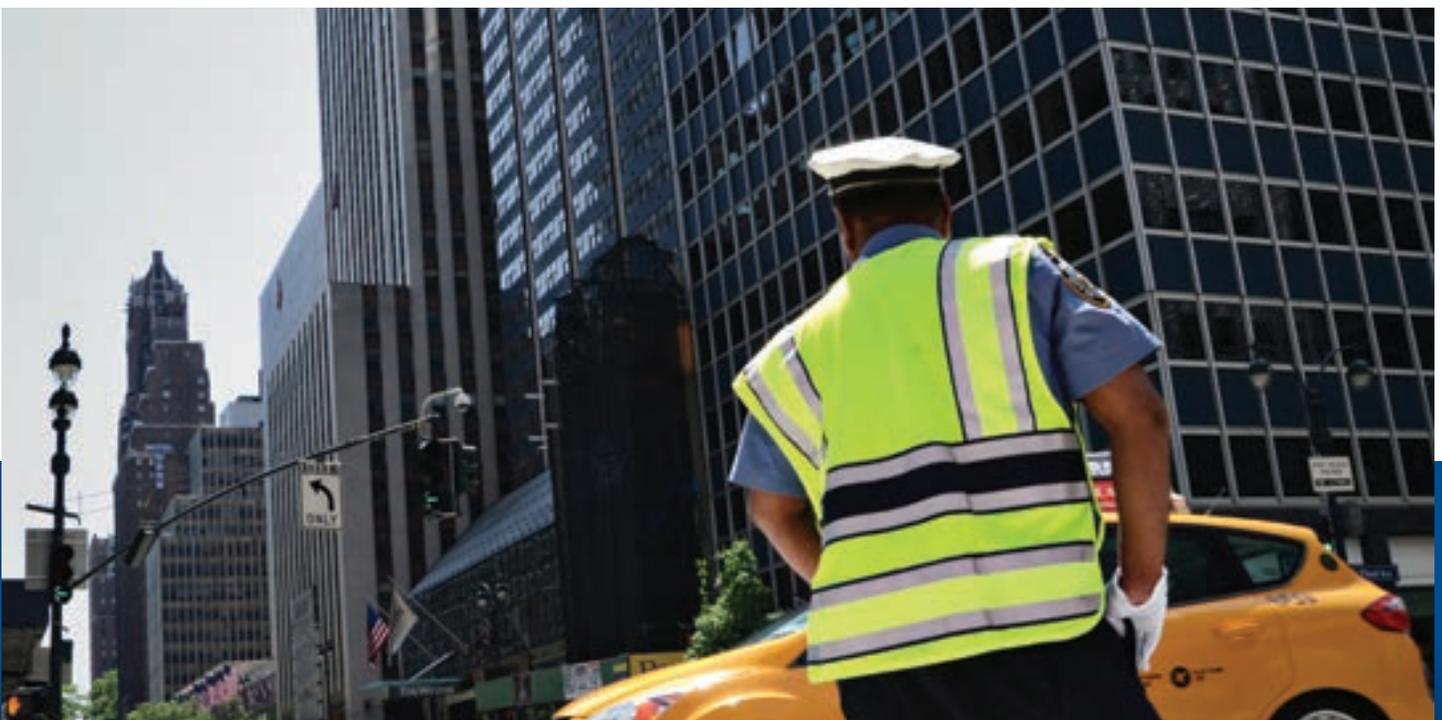
## EXTRA DUTY MADE EASY: THE POSS+JOBS4BLUE ADVANTAGE

The general public is mostly unaware of the process behind officer dispatch. But any police department knows that there is a considerable amount of work that goes into directing a police officer to the site of an accident, a protest, or any other event that requires crowd, traffic direction, security, as well as interpersonal interactions.

In police officer scheduling, the terms **extra duty**, **special duty** and **off duty** refer to times where a police officer is not scheduled to work a regular shift, but they are nonetheless hired to work events paid by third parties.

Traditionally, these events were scheduled by personnel in the precincts' administration departments, but recently, more and more police departments have been making the switch to utilize a new best practice – outsourcing their extra duty management.

In doing so, police departments are now able to leave tedious extra duty administrative work in the hands of scheduling professionals, **streamlining the entire process, reducing compliance issues**, and overall finding a **solution to long-standing challenges**.



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# THE CHALLENGES OF SCHEDULING EXTRA DUTY

Some of the more specific problems extra-duty scheduling faced in the past include:

## ⊘ **Accepting & dispensing payments.**

Because police officers in charge of administrative work are not typically trained in bookkeeping, this often results in delayed invoice processing and untimely payment disbursements to officers who have worked extra duty jobs. Maintaining effective communication channels between police and third-party contractors was often challenging to manage when taking into consideration the much more critical nature of their day to day responsibilities.

## ⊘ **Compliance.**

To remain legally compliant when it comes to scheduling extra-duty officers, administrative work was critical in ensuring that rule sets were strictly followed, and officers were being properly scheduled according to those defined rule sets.

## ⊘ **Cost.**

Precincts who hire outside administrative assistance or spend extra time training officers from within their own precinct must provide additional compensation to officers now handling the administrative aspect of managing extra duty. The necessity for this can be boiled down to three factors: compliance, accurate financial reporting, and expedited scheduling.

*Among these issues, the biggest ones include administrative and compliance matters, which constitute the driving factors behind the creation of platforms for extra duty scheduling.*

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## SOLUTIONS OFFERED BY JOBS4BLUE

Jobs4Blue is dedicated to making the extra duty scheduling challenges of the past obsolete. Our services take over the administrative side of extra duty operations, allowing contractors to work directly with us rather than the police department. After receiving a request from a contractor, we hire the officers, allowing them to monitor their work, and update the details of their work through the website or app (such as whether they need to leave a job early or set specific hours), all the while promoting transparency through all aspects of the process. Police departments working with Jobs4Blue give their officers better control over all aspects of their extra duty schedules.

***Police departments working with Jobs4Blue give their officers better control over all aspects of their extra duty schedules.***

Another challenge we identified that led to our development of this managed service was the relationship between contractors and police.

Because contractors were typically slow payers, payment to an officer for a completed extra duty assignment was often delayed. With Jobs4Blue handling all of the financial aspects of invoicing and

collections, contractors are now invoiced promptly, payments are being received within established payment terms and officers are receiving payment in a timelier manner. From a finance standpoint, Jobs4Blue handles all administrative, operational and financial processes that were typically juggled by police departments prior.

Furthermore, managing the workload of extra duty administration is a service to police that entails no cost to the department. Instead, the cost of the service is transferred to the contractor in the form of a small administrative fee. While original concerns were raised that contractors would give pushback on this added charge, surveys have found that they're in agreement, as it's a small price to pay for the level of superior service they now receive. Jobs4Blue can offer contractors undivided attention as our only focus is administering extra duty, whereas a police department has the ultimate protection and safety of the communities that they serve as their primary and most important obligation.



***Jobs4Blue allows officers to focus on the frontline of ensuring public safety rather than doing administrative work, which ultimately benefits everyone.***

# WHY JOBS4BLUE

While there are other organizations that provide managed services for extra duty, Jobs4Blue is the only one with the POSS advantage.

Jobs4Blue and POSS both fall under the VCS platform of products and services specifically developed for the public safety sector. Jobs4Blue is the latest addition to the POSS (Police Officer Scheduling System) platform, which is already utilized by more than 700 police departments across the U.S., making it a trusted, household name among America's law enforcement agencies (POSS has a particularly large footprint in its hometown of New Jersey with 300+ police departments throughout the state currently utilizing the scheduling system).

With direct access to officers' schedules in POSS, the Jobs4Blue team utilizes this data to stay abreast on who's qualified and eligible to work an extra-duty job; no other managed service for extra duty has this scheduling data to leverage. As a byproduct of POSS, Jobs4Blue already knows officers' schedules and how to handle them, plus, there is no new system for officers to learn.

## UTILIZING JOBS4BLUE ALSO ALLOWS:

- ✓ A company with over 20 years of police scheduling experience to find, dispatch, and process payments for extra duty jobs
- ✓ Union compliance to be ensured at all times
- ✓ Even and fair job awarding of all extra duty assignments
- ✓ 24/7 access to Extra Duty Coordinator for both vendors and officers
- ✓ Elimination of financial risk as Jobs4Blue absorbs it all



### REAL TIME JOB POSTING VISIBILITY

View available jobs instantly



### AUTOMATED BILLING UPON JOB COMPLETION

Invoice instantly sent to customer



### EXPEDITED PAYMENT PROCESSING

Eliminates the time lapse between jobs worked and payments received



### RULES AND SKILL BASED JOB AWARDING OPTIONS

Your rules, Your way... ensuring that jobs are awarded fairly



### FULL LIABILITY INSURANCE COVERAGE

As a business entity, Jobs4Blue provides professional liability insurance protection



### FLEXIBLE WORKER AVAILABILITY OPTIONS

Officers have option to post their work availability



### IMMEDIATE NOTIFICATIONS

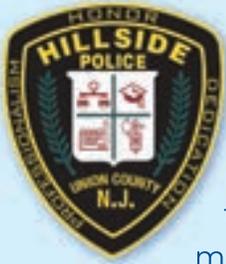
Instantly create and award jobs



### NO AGENCY COSTS

Need we say more

## CASE STUDY: HILLSIDE POLICE DEPARTMENT, NJ



**The Hillside Police Department** is an existing **POSS** customer who recently made the switch to **Jobs4Blue** for the management of their extra duty administration. They almost immediately noticed a difference.

*Not only did they save considerable amounts of time, they were able to immediately reassign critical staff to more important tasks, schedule work more consistently, get their officers paid on time, and avoid dealing with the headaches and financial aspects of invoicing and collections that they dealt with in the past.*

Before the switch to **Jobs4Blue**, Chief Vincent Ricciardi of the Hillside, New Jersey Police Department had to pay an untrained police officer to do the administrative work that **Jobs4Blue** now handles. The switch allowed the department to eliminate human error, like scheduling issues, as well as creating fair and compliant assignments for all personnel.

*Switching to Jobs4Blue allowed the department to eliminate human error, as well as creating fair and compliant assignments.*

Additionally, the Hillside Police Department has saved the salary of a sergeant who was assigned to these duties full-time. As salary and benefits are concerned, this administrative position equated to \$200k and 1,950 hours of work per year. The sergeant, who was once used for administrative scheduling, is now back on the workforce where they can be of better service to their community.

If your police department is struggling to keep up with its current scheduling and extra duty management, contact **Jobs4Blue** for a demo. Our services are designed to make your transition to our platform seamless, ensuring an intuitive and efficient system.



# JOBS4BLUE

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