

# **REPORT TO THE CITY COUNCIL**

## ***City of Salinas, California***

DATE: April 28, 2015

FROM: Police Chief Kelly McMillin

BY: Marina Horta-Gallegos, Human Resources Officer

SUBJECT: **Police Recruiting Incentive Program**

### **RECOMMENDATION:**

It is recommended that the City Council adopt a resolution authorizing a police recruiting incentive program.

### **DISCUSSION:**

At the request of the Police Department, Human Resources collaborated on a proposal for the creation of a recruiting incentive program to support recruitment, hiring, and retention of highly qualified police officers. Through the program, the City would pay referral incentives for lateral police referrals to City employees and hiring incentives to lateral police candidates. For the purposes of this program, a lateral police officer is defined as a current or former California Peace Officer in good standing with the California Commission on Peace Officer Standards and Training (POST) and who possesses a valid POST police academy certificate and a POST Basic Peace Officer certificate.

The City is in the process of recovering from years of severe economic difficulties and is planning to restore normal City services in the upcoming fiscal year(s). The Police Department seeks to bolster the confidence of residents in the safety of the community, to improve public perception of its officers, and to respond to the community's support and demand for increased public safety as expressed through their approval of Measure G in November 2014. Police officer staffing is a priority. However, recruiting police officers to Salinas can be especially challenging given the high costs of living and homeownership in Monterey County and surrounding areas, as well as the competition with other local agencies which are also seeking to hire police officers.

To increase recruitment opportunities, the proposed program would provide a referral incentive of \$5,000 for lateral Police Officers. The City would compensate City employees who refer ultimately successful recruits for these positions with two payments: the first payment of \$1,250 would be made upon the City's hiring of the lateral police officer and the remaining \$3,750 of the incentive would be paid when the new employee successfully completes probation. Human Resources staff, the City Manager, Department Directors, the City Attorney, the Mayor, and City Councilmembers, and the Personnel & Training Division of the Police Department would be ineligible for the referral incentive. A police candidate would be able to identify only one employee eligible for a referral incentive.

To be competitive with surrounding cities, and in light of the high costs of living in the local area, the City would also pay a hiring incentive of \$20,000 for lateral Police Officers who become employed with the City without a referral from a City employee. The City would pay the hiring incentive in four (4) installments: \$5,000 will be paid upon hiring, \$5,000 will be paid upon successful completion of the Field Training Officer program, \$5,000 will be paid upon successful completion of the probationary period (one year from date of hire), and \$5,000 will be paid on the second anniversary of employment.

#### **ISSUE:**

Shall the City Council adopt a resolution authorizing a police recruiting incentive program as proposed?

#### **COMMISSION, COMMITTEE, COUNCIL SUBCOMMITTEE RECOMMENDATIONS:**

The Police Department consulted with the Finance Committee. The Finance Committee was supportive of the program as proposed.

#### **FISCAL IMPACT:**

The proposed incentives will be funded from salary savings out of the General Fund from existing police vacancies, so there will otherwise be no impact on the City's General Fund. The maximum incentives paid would be \$20,000 for a lateral Police Officer. Assuming maximum incentives are paid for ten (10) lateral Police Officers and referring employees, the impact to the General Fund would be approximately \$250,000.

#### **TIME CONSIDERATIONS:**

Time is of the essence. Both the City Council and the community have identified public safety as a priority. The need to recruit qualified police officer candidates is on-going and will continue into the new fiscal year starting July 1, 2015.

#### **ALTERNATIVES:**

The City Council may:

1. Request additional information;
2. Decline adoption of the proposed recruiting incentive program; or
3. Direct staff how to proceed otherwise.

#### **CITY COUNCIL GOALS:**

The proposed resolution supports the City Council's goal of protecting the health and safety of the City's residents and the quality of life for the community by ensuring that the Police Department is adequately staffed with highly qualified police officers.

#### **CONCLUSIONS:**

The City of Salinas faces challenges in recruiting, hiring, and retaining police officers due to the high cost of living in the local area and homeownership in Monterey County and surrounding areas, as well

as the competition with other local agencies which are also seeking to hire police officers. The proposed recruiting incentive program is intended to make the City of Salinas more competitive in employing highly qualified police officers.

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Resolution

**RESOLUTION NO. \_\_\_\_\_ (N.C.S.)**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SALINAS ADOPTING THE  
POLICE RECRUITING INCENTIVE PROGRAM**

WHEREAS, the City Council has determined that in order to effectively address current challenges faced by the Salinas Police Department with recruitment, hiring, and retention of Police Officers, the Police Recruiting Incentive Program should be adopted; and

WHEREAS, a referral incentive will encourage current City employees to recommend qualified candidates to apply for police lateral positions that have been difficult to fill; and

WHEREAS, a hiring incentive will encourage lateral Police Officer candidates to accept positions with the Salinas Police Department.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Salinas adopts the Police Recruitment Incentive Program as follows:

1. An eligible City employee who refers a candidate for a lateral Police Officer position will receive \$1,250 upon hiring of the candidate and \$3,750 upon the new employee's successful completion of the probationary period.
2. New lateral Police Officers will receive \$20,000: \$5,000 will be paid upon hiring, \$5,000 will be paid upon successful completion of the Field Training Officer program, \$5,000 will be paid upon successful completion of the probationary period (one year from date of hire), and \$5,000 will be paid on the second anniversary of employment.
3. For the purposes of this program, a lateral police officer is defined as a current or former California Peace Officer in good standing with the California Commission on Peace Officer Standards and Training (POST) and who possesses a valid POST police academy certificate and a POST Basic Peace Officer certificate.
4. Human Resources staff, the City Manager, Department Directors, the City Attorney, the Mayor, City Councilmembers, and the Personnel & Training Division of the Police Department are ineligible for the referral incentive.
5. The police recruiting incentive program applies to lateral Police Officers hired on or after June 1, 2015. Police Officers who have already received an incentive under this program are not eligible for further incentives if they leave and return to City Employment.
6. The City Manager is authorized to administer this program.

PASSED AND ADOPTED this 28th day of April, 2015, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Joe Gunter, Mayor

ATTEST:

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Patricia M. Barajas, City Clerk