



**Revised Lateral Officer and Dispatcher Hiring
Incentive Program Chief Brian Baker**

Background

- Harder to attract qualified applicants
- Current Program
 - Referral Incentive of \$2,500 for Lateral Officer
 - Hiring Incentive of \$15,000 for Lateral Officer plus initial bank of 40 hours of sick leave
 - Hiring Incentive of \$5,000 for Academy Graduate Officer
 - Referral Incentive of \$2,500 for Lateral Dispatcher
 - Hiring Incentive of \$10,000 for Lateral Dispatcher plus initial bank of 40 hours of sick leave

Current Staffing

- 6 Officer vacancies
 - 4 anticipated retirements by Spring 2023
 - Impact patrol experience
- 5 Dispatch openings
 - Additional 1 departure pending to another agency

Ways to Hire

- Officers
 - Lateral
 - Academy Graduate
 - Recruit
- Dispatchers
 - Entry Level
 - Lateral

Lateral Officer Incentives

- Redding PD \$40,000
- Paradise PD \$40,000
- Chico PD \$10,000
- Yuba County SO \$10,000
- Dixon PD \$30,000
- Fairfield PD \$20,000
- Vacaville PD \$20,000
- Scotts Valley PD \$40,000

Proposed Incentive Amounts

- Lateral Officer \$45,000
 - \$12,500 upon hire
 - \$10,000 upon completion of FTO program
 - \$12,500 upon 18 months of employment
 - \$10,000 upon 36 months of employment
 - 40 hours sick leave upon employment

Proposed Incentive Amounts

- Lateral Dispatcher \$22,500
 - \$7,500 upon hire
 - \$5,000 upon completion of training program
 - \$5,000 upon 18 months of employment
 - \$5,000 upon 36 months of employment
 - 40 hours sick leave upon employment

Fiscal Impact

- Academy Recruit Cost- \$82,600
- Lateral Officer w/incentive-\$62,000
- Lateral Dispatcher additional \$12,500
- Salary savings in budget will absorb additional costs

Alternatives

- Do not adopt the Resolution
- Provide City staff with direction to amend the recommendation

Recommendation

- Adopt a Resolution authorizing:
- A revised Lateral Officer and Lateral Dispatcher Recruiting Incentive Program