

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA BARBARA
ESTABLISHING A POLICE OFFICER RECRUITMENT INCENTIVE PROGRAM
PROVIDING REFERRAL INCENTIVES FOR CITY EMPLOYEES AND HIRING
INCENTIVES FOR NEW POLICE OFFICERS**

WHEREAS, the City Council has determined that in order to effectively address recruitment and hiring difficulties faced by the Santa Barbara Police Department pertaining to the positions of Police Officer Trainee and Police Officer, a Police Recruitment Incentive Program should be established; and

WHEREAS, a Police Referral Incentive will encourage current City employees to recommend qualified candidates to apply for these traditionally difficult-to-fill positions; and

WHEREAS, a Police Hiring Incentive will encourage Police Officer Trainee and lateral Police Officer candidates to accept positions with the Santa Barbara Police Department; and

WHEREAS, the Memorandum of Understanding with the Santa Barbara Police Officers Association allows the City to establish recruitment incentive programs, including an Employee Referral Bonus and/or a Signing Bonus.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Santa Barbara, adopts the following Police Recruitment Incentive Programs:

1. Referral Incentive
 - a. A City employee who refers a candidate for Police Officer Trainee or Police Officer that is hired into one of these positions by the City will receive referral incentive payments of \$1,000 upon the candidate's first day of paid employment and \$1,000 upon the new employee's successful completion of the probationary period as a Police Officer, for a total of \$2,000 per new hire.
 - b. Only one referral incentive will be paid for each new hire, and the new hire must designate the person to receive the referral incentive.
 - c. All City employees will be eligible to participate in the Police Referral Incentive program with the exception of those directly involved in a candidate's hiring process, executive management employees, and elected officials.
2. Hiring Incentive
 - a. The Police Chief may offer a candidate for Police Officer Trainee or Police Officer a hiring incentive paid as follows: \$3,000 upon completion of the Field Training Officer (FTO) program, \$3,000 upon successful completion of the probationary period as a Police Officer, and \$6,000 upon the third anniversary of the employee's hire date, for a total of \$12,000 per new hire.
 - b. Only one hiring incentive can be paid to any person.
3. The City Administrator may establish additional standards and limitations for these incentives that are not inconsistent with these provisions.