



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: December 8, 2015

TO: Mayor and Councilmembers

FROM: Administrative Services, Police Department

SUBJECT: Amendment To Public Safety Dispatcher Recruitment Incentive Program

RECOMMENDATION:

That Council adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Amending Resolution 15-089 Establishing A Public Safety Dispatcher Recruitment Incentive Program Providing Referral Incentives For City Employees And Hiring Incentives For New Public Safety Dispatchers.

DISCUSSION:

On November 10, 2015, Council approved the Public Safety Dispatcher Recruitment Incentive Program. However, the amount of the incentives that were stated in the Council Agenda Report and Resolution were incorrect. Therefore, the Police Department brings forth this amendment in order to provide the accurate amount of incentives to be given under the Public Safety Dispatcher Recruitment Incentive Program.

The Public Safety Dispatcher Recruitment Incentive Programs are revised as follows:

1. Referral Incentive
 - a. A City employee who refers a candidate for Public Safety Dispatcher Trainee or Public Safety Dispatcher that is hired into one of these positions by the City, will receive referral incentive payments of \$500 upon the candidate's first day of paid employment and an additional \$500 upon the new employee's successful completion of the probationary period as a Public Safety Dispatcher, for a potential total of \$1,000 per new hire.

2. Hiring Incentive

- a. The Police Chief may offer a candidate for Public Safety Dispatcher Trainee or Public Safety Dispatcher a hiring incentive paid as follows: \$1,500 upon completion of the Communications Training Officer (CTO) program, an additional \$1,500 upon successful completion of the probationary period as a Public Safety Dispatcher, and an additional \$3,000 upon the third anniversary of the employee's hire date, for a potential total of \$6,000 per new hire.

BUDGET:

Funding for the incentive program is covered in the current budget through salary savings from unfilled positions and would be effective immediately upon adoption.

PREPARED BY: Todd Stoney, Lieutenant/lsp

SUBMITTED BY: Camerino Sanchez, Chief of Police

APPROVED BY: City Administrator's Office