



# CITY OF SANTA BARBARA

## COUNCIL AGENDA REPORT

**AGENDA DATE:** November 10, 2015

**TO:** Mayor and Councilmembers

**FROM:** Administrative Services, Police Department

**SUBJECT:** Police Officer And Public Safety Dispatcher Recruitment Incentive Program

**RECOMMENDATION:** That Council:

- A. Adopt, by reading of title only, A Resolution of the 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; and
- B. Adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Establishing a Public Safety Dispatcher Recruitment Incentive Program Providing Referral Incentives for City Employees and Hiring Incentives for New Public Safety Dispatchers.

### **DISCUSSION:**

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. The Police Referral Incentive will encourage current City employees to recommend qualified candidates to apply for these traditionally difficult-to-fill positions.

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

The Police Recruitment Incentive Programs are as follows:

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.

In order to effectively address recruitment and hiring difficulties faced by the Santa Barbara Police Department pertaining to the positions of Public Safety Dispatcher Trainee and Public Safety Dispatcher, a Police Recruitment Incentive Program should be established. The Police Referral Incentive will encourage current City employees to recommend qualified candidates to apply for these traditionally difficult-to-fill positions.

Additionally, a Police Hiring Incentive will encourage Public Safety Dispatcher Trainee and lateral Public Safety Dispatcher candidates to accept positions with the Santa Barbara Police Department.

The Police Recruitment Incentive Programs are 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 \$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 Public Safety Dispatcher, 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 Public Safety Dispatcher Trainee or Police Officer a hiring incentive paid as follows: \$3,000 upon completion of the Communications Training Officer (CTO) program, \$3,000 upon successful completion of the probationary period as a Public Safety Dispatcher, 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.

### **BUDGET:**

Funding for the incentive program is covered in the current budget through salary savings from unfilled positions. In future years, staff plans to budget funding for the incentive program.

The referral and hiring incentive program for Police Officer and Police Officer Trainee would be effective immediately upon adoption for lateral hires. For new hires, our next planned academy class is scheduled to begin in April of 2016, with an anticipated release date from the Field Training Program in March of 2017.

The referral and hiring incentive program would be effective immediately upon adoption for both lateral hires and Public Safety Dispatcher Trainees.

**PREPARED BY:** Lieutenant Todd Stoney, Assistant Division Commander

**SUBMITTED BY:** Camerino Sanchez, Chief of Police

**APPROVED BY:** City Administrator's Office