

May 3, 2022

**R-23**

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

**RECOMMENDATION:**

Adopt a Resolution amending the Fiscal Year 2022 City Salary Resolution to include a Lateral Police Officer Incentive Program. (Citywide)

**DISCUSSION**

In an effort to increase the City's ability to recruit and hire experienced lateral Police Officers from around the State, City Council approval is requested to add a pilot Lateral Police Officer Incentive Program to the City's Salary Resolution, effective upon City Council approval. This Salary Resolution amendment will add a new section within Section 31 (Public Safety Incentive Pay), to provide lump sum payments to Police Officers who successfully complete a one-year probationary period which includes the Long Beach Police Department Police Officer Lateral Academy and field training. The program will be for a period of up to two years, after which its effectiveness in recruiting Police Officers will be evaluated by the Human Resources and Police Departments. The program does not require an amendment to the Memorandum of Understanding with the Long Beach Police Officers Association (POA). However, the City has met and conferred with the POA in accordance with Government Code Section 3505, and the association has indicated that it supports any program which will lead to the hiring of more Police Officers.

**Police Lateral Bonus Program Requirements**

Immediately following City Council approval, any officers hired as Police Officers from other California police agencies during the two years will be eligible for a bonus of \$15,000 under the program. One-third of the bonus (\$5,000) will be paid upon hire, and the remaining amount (\$10,000) will be paid upon successful completion of a one-year (12 months) probationary period, which includes the Long Beach Police Department Police Officer Lateral Academy and field training. The lateral sign-on bonus is not considered salary and is not included in the retirement benefit calculation.

This matter was reviewed by Assistant City Attorney Gary J. Anderson on April 6, 2022 and by Budget Management Officer Nader Kaamoush on April 11, 2022.

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TIMING CONSIDERATIONS

City Council action is requested on May 3, 2022, and the Fiscal Year 2022 City Salary Resolution is effective May 3, 2022, following adoption by Council.


FISCAL IMPACT

The estimated cost of this program is unknown at this time, as it is a new program and dependent on how many lateral bonuses are generated by the program. Any approved bonuses will be absorbed in the Police Department's current General Fund Group appropriations. This recommendation is intended to assist in increasing staffing levels with no impact on already-budgeted positions and it is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.


Respectfully submitted,



JOE AMBROSINI  
HUMAN RESOURCES DIRECTOR

Attachment - Resolution

APPROVED:

  
THOMAS B. MODICA  
CITY MANAGER

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH AMENDING FISCAL YEAR 2022  
CITY SALARY RESOLUTION NO. RES-21-0100, SECTION  
31, TO ADD A LATERAL POLICE OFFICER INCENTIVE  
PROGRAM

WHEREAS, in an effort to increase the City's ability to recruit and hire experienced lateral Police Officers from around the state, the City desires to implement a financial incentive program;

WHEREAS, the City Council seeks to amend the Fiscal Year 2022 City Resolution to add a pilot Lateral Police Officer Incentive Program (the "Program") under Section 31 (Public Safety Incentive Pay);

WHEREAS, the Program shall provide lump sum payments to police officers who successfully complete a one-year probationary period which includes the Long Beach Police Department Police Officer Lateral Academy and field training;

WHEREAS, the Program will be for a period of up to two years, after which its effectiveness in recruiting police officers will be evaluated by the City's Human Resources and Police Departments;

WHEREAS, the Program shall be effective upon Council approval.

NOW, THEREFORE, the City Council of the City of Long Beach resolves as follows:

Section 1. Section 31 of Resolution No. RES-21-0100, adopted on August 24, 2021, is amended to read as follows:

**Section 31. PUBLIC SAFETY INCENTIVE PAY**

The following provisions are applicable to employees in the Police Department and Fire Department as specified below:

1                   A.     Police Department - Education Pay  
2                   Chief of Police who possess a California Commission on Police Officer  
3 Standards and Training (POST) Management Certificate shall receive \$900 per month in  
4 additional compensation.

5                   B.     Police Department Physical Fitness Program  
6                   All Long Beach Police Officers Association and Long Beach Management  
7 Association represented sworn Police employees are eligible to participate in the  
8 voluntary Physical Fitness Program. Payment for the Program will be made on the first  
9 pay period in December.

10                  C.     Lateral Police Officer Incentive Pilot Program  
11                  1.     New employees hired as lateral Police Officers who meet the following  
12 criteria shall be eligible to participate in the Lateral Police Officer Incentive Pilot Program:

13                       a.     Full-time employment for at least one continuous year in the  
14 State of California as a Peace Officer, as defined by California Penal Code  
15 Sections 830, 830.1, and 830.2, and possession of a Basic Peace Officers  
16 Standards and Training (POST) certificate issued by the State of California, or

17                       b.     Full-time employment for at least one continuous year of  
18 sworn general law enforcement experience and possession of the Basic Course  
19 Waiver (BCW) from the California Commission on Peace Officers Standards and  
20 Training.

21                  2.     The one-time sign on bonus of \$15,000 will be paid as follows:

22                       a.     The amount of \$5,000 ad hoc lump sum payment shall be  
23 paid as additional compensation to eligible employees in the first pay period upon  
24 hire.

25                       b.     The amount of \$10,000 ad hoc lump sum payment shall be  
26 paid as additional compensation to eligible employees in the first full pay period  
27 following successful completion of a one-year probationary period (12  
28

months/2088 hours) which includes the Long Beach Police Department – Police Officer Lateral Academy and field training.

3. Payments under this section will not be reported to CalPERS as earnable compensation.

4. The pilot program shall not be extended for more than two (2) years and will be evaluated at the end of the pilot program period. The pilot program is subject to modification or discontinuation at the discretion of the City Manager at any time during two (2) year period.

Section 2. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of \_\_\_\_\_, 20\_\_\_\_, by the following vote:

Ayes: Councilmembers:

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Noes: Councilmembers:

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Absent: Councilmembers:

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Recusal(s): Councilmembers:

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City Clerk