

OFFICE OF THE CITY ATTORNEY
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RESOLUTION NO. RES-22-0067

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

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

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

9
10 Section 2. This resolution shall take effect immediately upon its adoption
11 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

12
13 I hereby certify that the foregoing resolution was adopted by the City
14 Council of the City of Long Beach at its meeting of May 3, 2022, by the
15 following vote:

16
17 Ayes: Councilmembers: Zendejas, Allen, Price, Supernaw,
18 Mungo, Saro, Uranga, Austin,
19 Richardson.

20
21 Noes: Councilmembers: None.

22
23 Absent: Councilmembers: None.

24
25 Recusal(s): Councilmembers: None.

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27 
28 City Clerk