



Legislation Details (With Text)

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|-----------------------|---|----------------------|---|----------------------|---|
| File #: | 22-0481 | Version: | 1 | Name: | HR - Lateral Police Officer Incentive Program |
| Type: | Resolution | Status: | | Status: | Adopted |
| File created: | 4/6/2022 | In control: | | In control: | City Manager |
| On agenda: | 5/3/2022 | Final action: | | Final action: | 5/3/2022 |
| Title: | Recommendation to adopt resolution amending the Fiscal Year 2022 City Salary Resolution to include a Lateral Police Officer Incentive Program. (Citywide) | | | | |
| Sponsors: | Human Resources | | | | |
| Indexes: | | | | | |
| Code sections: | | | | | |
| Attachments: | 1. 050322-R-23sr&att.pdf, 2. RES-22-0067.pdf | | | | |

| Date | Ver. | Action By | Action | Result |
|----------|------|--------------|----------------------------------|--------|
| 5/3/2022 | 1 | City Council | approve recommendation and adopt | Pass |

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

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.

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.

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.

Approve recommendation.

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JOE AMBROSINI
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA
CITY MANAGER