

**RESOLUTION NO. 2018-237**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE  
APPROVING A RECRUITING INCENTIVE PROGRAM FOR LATERAL POLICE  
OFFICERS AND DISPATCHERS AND AMENDING THE FY2018-19 BUDGET BY AN  
AMOUNT NOT TO EXCEED \$70,000**

**WHEREAS**, the City Council of the City of Elk Grove recognizes the need to hire experienced staff to fill both Police Officer and Dispatcher positions; and

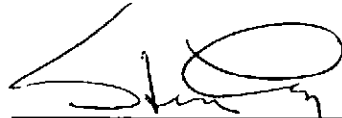
**WHEREAS**, the City Council of the City of Elk Grove recognizes that there is currently an experience gap between current Officers and new Officers; and

**WHEREAS**, the City Council of the City of Elk Grove understands the growing demand across the state for experienced Officers and Dispatchers; and

**WHEREAS**, the City Council of the City of Elk Grove wants to be competitive in recruiting and retaining experienced Police Officers and Dispatchers.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby approves the Recruiting Incentive Program for Lateral Police Officers and Lateral Dispatchers as set forth in Exhibit A, attached hereto and made a part hereof, and amends the FY2018-19 Budget 1012240.5010108 in an amount not to exceed \$70,000 to fund the Program for FY2018-19; funding for the Recruiting Incentive Program for future years will be contingent upon budget allocation for the Program in such future years.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 24<sup>th</sup> day of October 2018




STEVE LY, MAYOR of the  
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



JONATHAN P. HOBBS,  
CITY ATTORNEY

**CITY OF ELK GROVE  
RECRUITING INCENTIVE PROGRAM FOR LATERAL POLICE  
OFFICERS AND DISPATCHERS FOR FISCAL YEAR 2018-19**

Set forth below are the recruiting incentives for Lateral Police Officers and Lateral Dispatchers for Fiscal Year 2018/19 (the "Incentive Program").

**Effective Date/Eligibility.**

This Incentive Program shall apply only to qualified Lateral Police Officer or Lateral Police Dispatcher applicants (as defined below), who are offered a conditional offer of employment by the City of Elk Grove Elk Grove Police Department ("EGPD") on or after October 25, 2018 and provided that the applicant is hired by the EGPD for the position for which the applicant applied.

Current City of Elk Grove employees may receive a referral incentive for referring a qualified Lateral Police Officers or Lateral Police Dispatchers to EGPD for employment. Only City of Elk Grove employees employed as of the date of the employment application for qualifying applicants, as set forth above, shall be eligible for a referral bonus. In order for a referring employee to receive a referral bonus, the application must be accompanied by a referral letter identifying by first and last name the current City of Elk Grove employee providing the referral.

The City Council of the City of Elk Grove reserves the right to modify or terminate this Incentive Program without prior notice. Applications received prior to termination of the Incentive Program shall remain eligible for incentive payments, provided the other terms and conditions of this Incentive Program are satisfied. Notwithstanding any other provision of this Incentive Program, under no circumstance shall the incentive payments set forth herein exceed the budgeted authority in any given year.

**Definitions.**

For purposes of this Incentive Program, "Lateral Police Officer" is defined as a qualified law enforcement officer with not less than one (1) year of law enforcement experience with a California law enforcement agency, served immediately prior to application with EGPD, who possesses a California Peace Officers Standards and Training (POST) Basic Peace Officer certificate.

For purposes of the Incentive Program, "Lateral Dispatcher" is defined as a qualified dispatcher with not less than two (2) years of employment as a law enforcement dispatcher with a California law enforcement agency, served immediately prior to application with EGPD, who possesses a California Peace Officers Standards and Training (POST) Public Safety Dispatcher's Basic certificate.

## **Incentives.**

### **Lateral Police Officers**

1. Qualified Lateral Police Officers shall receive:
  - a. A signing incentive of \$7,500 payable as follows:
    - i. \$2,500 paid upon completion of field training.
    - ii. \$5,000 paid upon completion of probation.
  - b. Forty (40) hours of annual leave upon hire.
  - c. Leave accrual based on confirmed years of service as a California law enforcement officer.
2. Current City of Elk Grove employees providing a referral for a Lateral Police Officer consistent with this Incentive Program shall receive a lateral referral incentive of \$1,000 paid upon the referred applicant's completion of probation.

### **Lateral Dispatchers**

1. Qualified Lateral Dispatchers shall receive:
  - a. A signing incentive of \$5,000 payable as follows:
    - i. \$2,500 paid upon completion of field training.
    - ii. \$2,500 paid upon completion of probation.
  - b. Forty (40) hours of annual leave upon hire.
  - c. Leave accrual based on confirmed years of service as a California law enforcement dispatcher.
2. Qualified City of Elk Grove employees providing a referral for a Lateral Dispatcher consistent with this Incentive Program Policy shall receive a lateral referral incentive of \$1,000 paid upon the referred applicant's completion of probation.

**CERTIFICATION**  
**ELK GROVE CITY COUNCIL RESOLUTION NO. 2018-237**

STATE OF CALIFORNIA            )  
COUNTY OF SACRAMENTO    )        ss  
CITY OF ELK GROVE            )

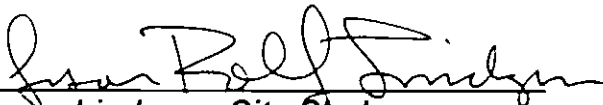
*I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on October 24, 2018 by the following vote:*

**AYES:**            **COUNCILMEMBERS:**    *Ly, Suen, Hume, Nguyen*

**NOES:**           **COUNCILMEMBERS:**    *None*

**ABSTAIN:**       **COUNCILMEMBERS:**    *None*

**ABSENT:**       **COUNCILMEMBERS:**    *Detrick*

  
\_\_\_\_\_  
*Jason Lindgren, City Clerk*  
*City of Elk Grove, California*