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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIALTO, CALIFORNIA APPROVING A RECRUITMENT INCENTIVE PROGRAM FOR LATERAL SWORN AND NON-SWORN POLICE DEPARTMENT EMPLOYEES

WHEREAS, the City of Rialto (the "City") is experiencing a diminished pool of well-qualified candidates to fill vacant positions in the Rialto Police Department, at both the sworn and non-sworn levels; and

WHEREAS, demand for such candidates has increased dramatically in the last few years due to a decrease in the availability of highly qualified, experienced Police Department employees; and

WHEREAS, the City faces intense competition in hiring lateral Police Department employees due to high demand in the local region, as well as across the State; and

WHEREAS, pursuant to the applicable bargaining agreements between the City and the Rialto Police Benefit Association, both new sworn and non-sworn employees must complete their probationary period prior to receiving certain education and certificate incentive pay, resulting in prospective lateral candidates often choosing competing agencies that offer recruitment incentives; and

WHEREAS, the City desires to establish a Recruitment Incentive Program to allow the City to remain competitive in its search for well-qualified sworn and non-sworn candidates, and to increase the number of well-qualified candidates applying to vacant positions; and

WHEREAS, the City Council of the City now desires to adopt a Recruitment Incentive Program for both sworn and non-sworn Rialto Police Department lateral candidates.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF RIALTO, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The Recruitment Incentive Program is hereby established and will operate pursuant to following:

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- 1. Qualified, newly-hired, lateral, police officers, hired on or after March 1, 2019, will receive incentives as follows:
 - a. \$5,000 to be paid within the initial pay period.

- b. \$5,000 to be payable within the first pay period, after the successful completion of the employee's probationary period.
- 2. Qualified, lateral, newly-hired, non-sworn candidates, hired on or after March 1, 2019, will receive incentives as follows:
 - a. \$2,500 to be paid within the initial pay period.
 - b. \$2,500 to be payable within the first pay period, after successful completion of the employee's probationary period.
- 3. The City Administrator, at the direction of the City Council, may modify or terminate the Recruitment Incentive Program without prior notice. If the Recruitment Incentive Program is terminated, any candidates currently in the program will receive their incentives as long as all pre-requisites are met.
- 4. The total incentives issued as part of the Recruitment Incentive Program will not exceed the budgeted authority in any year.
- 5. For the purposes of the Recruitment Incentive Program, "Lateral Police Officer" is defined as a currently employed, 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 the Rialto Police Department, who possesses a California Peace Officers Standards and Training (POST) Basic Peace Officer certificate or higher.
- 6. For the purposes of the Recruitment Incentive Program, "Non-Sworn" staff is defined as Dispatcher, Records, or Law Enforcement Technician (LET) personnel currently employed, with not less than one (1) year of law enforcement experience in the defined position with a California law enforcement agency, served immediately prior to application with the Rialto Police Department.
- Section 2. Details on the Recruitment Incentive Program will be made available for public viewing via the City website for no less than five (5) years.

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| 1 | PASSED, APPROVED, and ADOPTED on this | th day of | , 2019. |
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| 3 | | DEBORAH ROBERTSON | I, Mayor |
| 4 | ATTEST: | | |
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| 6 | | | |
| 7 | BARBARA A. McGEE, City Clerk | | |
| 8 | APPROVED AS TO FORM: | | |
| 9 | | | |
| 10 | | | |
| 11 | FRED GALANTE, City Attorney | | |
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| 1 2 | STATE OF CALIFORNIA) COUNTY OF SAN BERNARDINO) ss CITY OF RIALTO) |
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| 3 |) |
| 4 | I, Barbara A. McGee, City Clerk of the City of Rialto, do hereby certify that the foregoing |
| 5 | Resolution No was duly passed and adopted at a regular meeting of the City Council of the |
| 6 | City of Rialto held on the day of, 2019. |
| 7 | Upon motion of Councilmember, seconded by Councilmember |
| 8 | , the foregoing Resolution No was duly passed and adopted. |
| 9 | Vote on the motion: |
| 10 | AYES: |
| 11 | NOES: |
| 12 | ABSENT: |
| 13 | |
| 14 | IN WITNESS WHEREOF, I have hereunto set my hand and the Official Seal of the City of |
| 15 | Rialto this, 2019. |
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| 18 | BARBARA A. McGEE, City Clerk |
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