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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, 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, 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

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

1. Qualified, newly-hired, lateral, police officers, hired on or after March 1, 2019, will receive incentives as follows:

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- 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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ATTEST:

DEBORAH ROBERTSON, Mayor

BARBARA A. McGEE, City Clerk

APPROVED AS TO FORM:

FRED GALANTE, City Attorney

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss
CITY OF RIALTO)

I, Barbara A. McGee, City Clerk of the City of Rialto, do hereby certify that the foregoing Resolution No.____ was duly passed and adopted at a regular meeting of the City Council of the City of Rialto held on the ____ day of _____, 2019.

Upon motion of Councilmember _____, seconded by Councilmember _____, the foregoing Resolution No. _____ was duly passed and adopted.

Vote on the motion:

AYES:

NOES:

ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and the Official Seal of the City of Rialto this ____ day of _____, 2019.

BARBARA A. McGEE, City Clerk