

RESOLUTION NO. 4147-2019

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ADOPTING POLICY 4.8 POLICE OFFICER RECRUITMENT BONUS AND POLICY 4.9 POLICE OFFICER HIRING BONUS TO THE CITY'S PERSONNEL RULES AND REGULATIONS

WHEREAS, the Fort Bragg Municipal Code provides that the City Manager shall "prescribe such rules, regulations, and policies, as he/she deems necessary or expedient for the conduct of administrative services;" and

WHEREAS, on April 13, 2015, the City Council adopted Resolution No. 3799-2015; adopting Personnel Rules and Regulations; and

WHEREAS, the City Manager and the Finance and Administration Committee recommend a bonus program to create incentives for individuals to apply for and have a successful career as a City of Fort Bragg police officer; and

WHEREAS, many other organizations in the State of California offer such bonus programs to encourage applicants for law enforcement positions; and

WHEREAS, the new policies attached as Exhibit A, should be adopted by the Fort Bragg City Council.

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. A Police Officer Recruitment Bonus program may encourage current Police Department employees to seek out and recruit new qualified applicants to the City of Fort Bragg's Police Department.
2. A Police Officer Hiring Bonus program may brand the City of Fort Bragg Police Department as more desirable and competitive for potential qualified applicants for Police Officer.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby adopt Policy 4.8 Police Officer Recruitment Bonus and Policy 4.9 Police Officer Hiring Bonus, attached as Exhibit A.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Morsell-Haye, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 28th day of January, 2019, by the following vote:

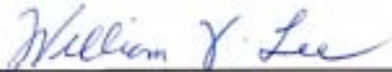
AYES: Councilmembers Albin-Smith, Morsell-Haye, Norvell, Peters and Mayor Lee.

NOES: None.

ABSENT: None.

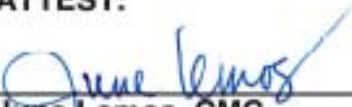
ABSTAIN: None.

RECUSED: None.



WILLIAM V. LEE
Mayor

ATTEST:



June Lemos, CMC
City Clerk

EXHIBIT A

4.8 **Police Officer Recruitment Bonus**

Any member of the Police Department (PD) staff, excluding the Police Chief, is eligible to receive a Recruitment Bonus, if he or she successfully recruits an applicant who is offered and accepts employment with the City of Fort Bragg, as a Police Officer. The recruiting PD staff member seeking the bonus must submit an acknowledgment of recruitment efforts and a letter of recommendation for the Police Officer applicant on or before the last day the position is open or if the recruitment is continuous, prior to any contact by Human Resource or PD staff for an interview. If more than one PD staff member submits a timely acknowledgment-recommendation letter for a successful recruit, the employees will split the bonus amount equally. PD staff who attend job fairs or other recruitment events representing the City of Fort Bragg are not eligible for the recruitment bonus for any applicant who attended the same event.

The bonus will be paid in two payments. The first payment of \$2,000 will be paid to the PD employee after the successful recruit has signed the final offer letter. A second payment of \$2,000 will be paid upon successful completion of the Field Training program by the recruit. Both payments will be subject to payroll withholding taxes, including FICA, Medicare, and State and Federal Income Tax.

This bonus program may be rescinded by City Administration, if and when it is determined unnecessary based on market conditions for hiring police officers.

4.9 **Police Officer Hiring Bonus**

Candidates for Police Officer are eligible for a hiring bonus upon signing a final offer of employment from the City. Successful Candidates will receive the bonus in their first paycheck, subject to repayment of 50% or half the total bonus if the new hire does not successfully complete the 18-month probationary period. For lateral candidates, those with experience and a Basic POST certificate, the bonus is \$6,000. For recruit candidates, those without experience and/or no POST certificate, the bonus is \$5,000. The bonus will be subject payroll withholding taxes, including FICA, Medicare, and State and Federal Income Tax.

This bonus program may be rescinded by City Administration, if and when it is determined unnecessary based on market conditions for hiring police officers.