

CITY OF SAN MATEO
RESOLUTION NO. ____ (2022)

**AUTHORIZING THE EXTENSION OF THE POLICE OFFICER
LATERAL HIRING RECRUITMENT INCENTIVE PROGRAM
FOR UP TO FIVE (5) LATERAL POLICE OFFICERS**

WHEREAS, the City of San Mateo currently offers a Lateral Hiring Recruitment Incentive Program which was approved by the City Council and 2017 and 2019, providing highly qualified lateral police officer applicants the opportunity to receive up to a \$30,000 hiring bonus; and

WHEREAS, the Police Department wishes to extend the current program to offer the incentive to up to five (5) additional lateral police officers; and

WHEREAS, to qualify to receive the incentive, applicants must meet specific criteria such as: being an active police officer; possessing a Basic Certificate from the California Commission on Peace Officer Standards and Training (POST); and having at least three years of California law enforcement experience related to patrol services; and

WHEREAS, payment of the incentive is made in increments and based on milestones structured in a manner intended to increase the probability to retain the officer for at least three years; and

WHEREAS, the cost of the hiring bonus is offset by savings from vacant positions and can be accommodated within the Police Department's budget with no additional impact to the general fund; and

WHEREAS, staff recommends continuing the current program to extend the hiring bonus to five (5) additional lateral police officer positions in order to remain competitive and maintain the ability to attract qualified lateral applicants.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN MATEO, CALIFORNIA, HEREBY RESOLVES that:

1. The extension of the Police Officer Lateral Hiring Recruitment Incentive Program to offer a \$30,000 recruitment incentive to up to five (5) highly qualified and experienced lateral police officers, in a cumulative amount not to exceed \$150,000, is approved.