



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 14

Section Name: {{section.name}}

Account Number: 10-5112

File ID: {{item.tracking_number}}

TO: City Council
FROM: Drew Corbett, City Manager
PREPARED BY: Police Department
MEETING DATE: October 17, 2022
SUBJECT:
Police Officer Lateral Hiring Recruitment Incentive Program – Extension

RECOMMENDATION:

Adopt a Resolution to authorize 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.

BACKGROUND:

Attracting new and qualified applicants remains an ongoing challenge for law enforcement. The City of San Mateo currently offers a Lateral Hiring Recruitment Incentive Program that affords highly-qualified lateral police officer applicants the opportunity to receive up to a \$30,000 hiring bonus. The incentive was first approved by the City Council in 2017 for a total of five police officers and was subsequently re-authorized in 2019 for five additional officers. The Police Department has been successful in leveraging this program to attract lateral applicants and is very selective in determining which applicants are eligible for the incentive. Since 2019, the program has been made available to just four highly-qualified lateral officers. Staff requests authorization to extend the current program to offer the incentive to five additional lateral officers.

To qualify to receive this incentive, the lateral applicant must meet the following criteria: be an active police officer; possess a Basic Certificate from the California Commission on Peace Officer Standards and Training (POST); and have at least three years of California law enforcement experience related to patrol services. Payment of the incentive is made in increments based on meeting milestones (Table 1) structured in a manner intended to increase the probability that the officer will stay with SMPD for at least three years.

Table 1

Payment	Timeline
\$10,000	8-10 Weeks Completion of FTO
\$10,000	12 Months Completion of Probation
\$10,000	36 months

Programs to entice lateral police officer applicants were once considered uncommon, but due to universal recruitment challenges have now become a standard in the law enforcement industry. To remain competitive and maintain the ability to attract qualified lateral applicants, staff requests authorization of an extension of the Police Officer Lateral Hiring Recruitment Incentive Program for an additional five police officer positions.

BUDGET IMPACT:

The cost of the lateral hiring bonus is offset by savings associated with reduced training time and reduced need to backfill positions using overtime. The cost can be accommodated within the Police Department's budget appropriation with no

additional impact to the General Fund.

ENVIRONMENTAL DETERMINATION:

This action is not a project subject to CEQA, because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines Section 15378(b)(5).)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 – Proposed Resolution

STAFF CONTACT

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