

SECTION 26. REFERRAL INCENTIVE

Effective [*the first pay period following Council approval*], current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

1. Upon the Police Officer Recruit's hire and commencement of work with the City; and
2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position, satisfy all minimum qualifications for Lateral set forth in the Police Officer Job Specification:
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral Police Officer's hire and commencement of work with the City;
 - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
 - c. Upon the lateral Police Officer's successful completion of the probationary period; and

- d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.
2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral ESD's hire and commencement of work with the City;
 - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
 - c. Upon the lateral ESD's completion of the probationary period; and
 - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.

E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.

- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

SECTION 27. UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager's judgment, proper to mitigate the injustice.

SECTION 28. CONFLICTING RESOLUTIONS

Resolution No. 2021-157, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a MOU or T & C, are hereby repealed.

SECTION 29. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective July 1, 2021.