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**Title:** \*\*\*Approve a Side Letter of Agreement with the Fresno Police Officers Association (FPOA), representing Unit 4, Non-Supervisory Police, Regarding Lateral Hire Incentives

**Sponsors:** Personnel Services Department

**Indexes:**

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**Attachments:** 1. Side Letter - FPOA PO Lateral Hire Incentives FY17.pdf

Date	Ver.	Action By	Action	Result
8/18/2016	1	City Council	approved	Pass

**REPORT TO THE CITY COUNCIL**

**August 18, 2016**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**SUBJECT**

\*\*\*Approve a Side Letter of Agreement with the Fresno Police Officers Association (FPOA), representing Unit 4, Non-Supervisory Police, Regarding Lateral Hire Incentives

**RECOMMENDATION**

It is recommended that Council approve the attached Side Letter of Agreement with FPOA which renews the provision of hiring incentives for qualified lateral police hires from other California police agencies and incentives for current Fresno Police Officers who refer lateral hires.

**EXECUTIVE SUMMARY**

In order to achieve hiring goals for Police Officers, on July 30, 2015, the City Council approved a Side Letter Agreement with FPOA that expired on June 30, 2016, providing hiring incentives for lateral hires from other California law enforcement agencies. Renewal of this side letter for an additional year will assist in achieving the City's hiring goals. The terms of the attached side letter do not change from the prior side letter and include leave and cash incentives upon hire, after successful completion of the field training program, upon successful completion of the probationary

period as a Police Officer with the City, and successful completion of an additional twelve months of City service as a Police Officer after passing probation. In order to encourage current Officers to assist in the referrals of lateral hires, the side letter also provides an incentive for Officers that coincide with the milestones of the lateral hires (hire, passing field training, passing probation, and one year after probation).

## **BACKGROUND**

In 2015 the City Council approved a Side Letter Agreement with the FPOA which provided hiring incentives for lateral officers. This was in recognition that the current employment environment for experienced officers is very competitive and the City is still in the process of rebuilding the Police Department to provide service to a population of more than 520,000 people. Through the continuous and collective efforts of staff in the Police and Personnel Departments the City has filled 750 of the authorized positions in the current fiscal year.

The ability to fill the vacant Police Officer positions is a constant challenge for a variety of reasons. However, the extension of the Lateral Hire Incentives side letter with FPOA provides a useful tool in the recruitment of experienced officers. Given the City's goal of increasing the number of Police Officers to 801 in the current fiscal year, it is vital that recruiting efforts include incentives needed to attract veteran officers from other California law enforcement agencies to the Fresno Police Department.

### **Side Letter Provisions**

Lateral hires are eligible for forty hours of vacation leave and forty hours of sick leave upon hire, a payment of \$2,500 upon hire and commencement of work, \$2,500 upon completion of the Police Department's field training program, \$2,500 upon successful completion of probation, and \$2,500 after an additional one year of service following the completion of the probationary period. This totals to a value of \$10,000 in incentive pay and 80 hours of sick/vacation leave per lateral hire. Additionally, lateral hires will be hired at the C Step or above.

In order to qualify for the incentives a lateral hire must be currently working for another California law enforcement agency, have at least two years of experience as a Police Officer in a California law enforcement agency, possess a current California P.O.S.T. certificate, and must be hired by the Fresno Police Department.

In addition, current Officers who refer a qualified lateral hire will receive \$250 at each of the steps noted above for a lateral hire, (i.e. hire, completion of the field training program, completion of probation and an additional one year of service after completing probation) for a total of \$1,000 per lateral hire. Only one Officer is eligible for a referral for any one lateral hire, and Officers are limited to payment for five referrals (i.e., \$5,000) in any fiscal year.

The side letter is effective through June 30, 2017, but can be renewed upon mutual agreement of the parties.

The Office of the City Attorney has approved the side letter as to form.

## **ENVIRONMENTAL FINDINGS**

N/A

**LOCAL PREFERENCE**

N/A

**FISCAL IMPACT**

The potential cost per lateral hire is \$5,500. This includes two payments of \$2,500 for the lateral hire (hire and completion of the field training program), and \$500 for a referring Officer. The total potential cost for a lateral hire that successfully completes at least one year of service after completion of probation is \$11,000, spread over two fiscal years, as well as the provision of 40 hours of vacation leave and 40 hours of sick leave when hired. The cost of this agreement will be absorbed by the Police Department.

In FY 16 this side letter agreement resulted in the payment of \$110,000 in incentives for hiring of 19 lateral police officers.

Attachment:  
Side Letter of Agreement with FPOA