

RESOLUTION NO. R22 - 06

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
PALOS VERDES ESTATES, CALIFORNIA AUTHORIZING
THE CREATION OF A HIRING INCENTIVE PROGRAM
AT THE PALOS VERDES ESTATES POLICE DEPARTMENT**

The City Council of the City of Palos Verdes Estates hereby consents to, adopts and ratifies the following resolution:

WHEREAS, for the past three years, the Palos Verdes Estates Police Department has experienced staffing shortages and challenges attracting qualified candidates to fill vacant sworn officer positions;

WHEREAS, the retirements of several senior officers in 2019 has created a staffing imbalance at the Department;

WHEREAS, more recently, a Sergeant resigned and relocated out of state, and another Sergeant lateraled to another law enforcement agency, exacerbating this imbalance;

WHEREAS, the Department has advertised to fill vacant lateral sworn officer positions for several months and has not been able to fill them;

NOW THEREFORE BE IT RESOLVED THAT:

The City Council of the City of Palos Verdes Estates by and through its City Manager hereby formally adopts the Hiring Incentive Program attached as Exhibit "A."

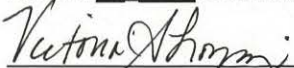
The City Council of the City of Palos Verdes Estates hereby authorizes and directs the City's Police Chief to make candidates for employment at the Palos Verdes Estates Police Department aware of such incentive.

The City Council of the City of Palos Verdes Estates hereby authorizes and directs the City Manager to make available for such purpose sufficient funds as may be required to provide the incentives described in the Hiring Incentive Program.

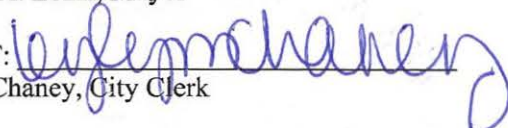
PASSED, APPROVED, AND ADOPTED at a regular meeting of the City Council of the City of Palos Verdes Estates this 8th day of March, 2022 by the following vote:

AYES: 5 ABSTENTIONS: 0

NOES: 0 ABSENT: 0



Victoria A. Lozzi, Mayor

ATTEST: 
Kylynn Chaney, City Clerk

APPROVED AS TO FORM:



John Cotti, City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF PALOS VERDES ESTATES)

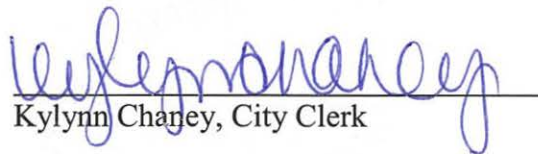
I, Kylynn Chaney, City Clerk for the City of Palos Verdes Estates, California, do hereby certify that the foregoing Resolution **R22-06** was duly and regularly approved and adopted by the City Council of the City of Palos Verdes Estates at its regular meeting of the City Council on the 8th day of March 2022, by the following vote:

AYES: COUNCILMEMBERS: Murdock, Kemps, McGowan, Roos, Lozzi

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None

ABSTAIN: COUNCILMEMBER: None


Kylynn Chaney, City Clerk

City of Palos Verdes Estates

Hiring Incentive Program for Lateral Police Officers (Officer, Corporal, Sergeant) and Academy Graduates

Set forth below are the recruiting incentives for Lateral Police Officers and Academy Graduates (the “Incentive Program”).

Effective Period

The Incentive Program shall take effect immediately upon adoption by the City Council of the City of Palos Verde Estates (“City Council”) of the resolution approving the Incentive Program and incentive payments provided thereunder.

The Incentive Program shall sunset and will no longer be available to any new hires after the City awards the first two (2) incentives under the Incentive Program, unless the City and the Palos Verdes Estates Police Officers Association (“PVEPOA”) mutually agree to extend the Incentive Program to more than two (2) recipients.

Eligibility

Eligibility for the Incentive Program shall be limited to Lateral Police Officers and Academy Graduates who first apply for employment with the City of Palos Verdes Estates Police Department (“PVEPD”) after the date the Incentive Program is approved by the City Council and are hired by the PVEPD for the position for which the applicant applied.

Participation

Participation in the Incentive Program shall be limited to the first two (2) Lateral Police Officers or Academy Graduates hired under the Incentive Program.

Incentives

A Lateral Police Officer hired under the Incentive Program shall be entitled to the following one-time incentive payments from the PVEPD during the course of the Lateral Police Officer’s employment with PVEPD:

POST Certificate	Advanced	Intermediate	Basic
Milestones			
Hiring by PVEPD	\$7,500	\$6,500	\$5,500
Completion of the PVEPD training program	\$5,000	\$4,000	\$3,000
Completion of the probationary period	\$5,000	\$4,000	\$3,000
Completion of two (2) years of	\$5,000	\$4,000	\$3,000

employment with PVEPD			
Completion of three (3) years of employment with PVEPD	\$7,500	\$6,500	\$5,500
Total Possible Incentive	\$30,000	\$25,000	\$20,000

Peace Officer Standards and Training (“POST”) Certificate Requirements may be found at the following web address: <https://post.ca.gov/peace-officer-certificates>

Academy Graduates hired under the Incentive Program shall be entitled to the following one-time incentive payments from the PVEPD during the course of the Academy Graduate’s employment with PVEPD:

Milestones	
Hiring by PVEPD	\$5,000
Completion of the probationary period	\$2,500
Completion of two (2) years of employment with PVEPD	\$7,500
Total Possible Incentive	\$15,000

Definitions

For the purposes of this Incentive Program, the following terms shall apply:

“Lateral Police Officer” means a law enforcement officer who can satisfy the following criteria: (1) Possesses not less than one (1) year of law enforcement experience with a California law enforcement agency, which was served not more than one (1) year prior to the officer’s application for employment with PVEPD; and (2) Possesses at a minimum a California Peace Officer Standards and Training (“POST”) Basic Peace Officer certificate.

“Academy Graduate” means an individual who can satisfy the following criteria: (1) Successfully completes the Regular Basic Academy (“Academy”); and (2) Becomes a PVEPD employee either during the Academy or after graduation from the Academy. This definition expressly excludes police recruits who were employed by PVEPD at the time the police recruit started the Academy.

Budgeted Authority for Incentives

Under no circumstance shall the incentive payments set forth herein exceed the budgeted authority in any given year.