

RESOLUTION NO. R24 - 03

**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 five years, the Palos Verdes Estates Police Department has experienced challenges attracting qualified candidates to fill vacant sworn officer positions;

WHEREAS, one Captain, one Sergeant, and two Police Officers have announced plans to separate employment with the City this year, which will create critical staffing shortages;

WHEREAS, the Department has not been able to fill vacant position within the last several months;

NOW THEREFORE, the City Council of the City of Palos Verdes Estates, California does hereby RESOLVE, DETERMINE, AND ORDER:

Section 1: 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 Attachment "A."

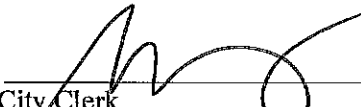
Section 2: The City Council of the City of Palos Verdes Estates hereby authorizes and directs the City's Police Chief to make candidates for employment at the Palos Verdes Estates Police Department aware of such an incentive.

Section 3: 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 23rd day of January 2024 by the following vote:

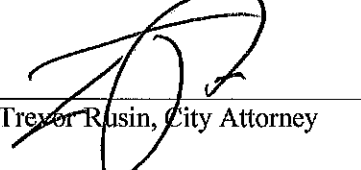

Dawn Murdock, Mayor

ATTEST:



City Clerk

APPROVED AS TO FORM:



Trevor Rusin, City Attorney

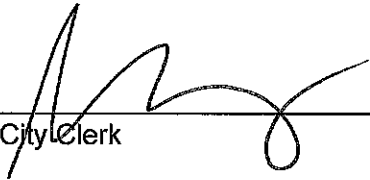
CERTIFICATION

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

I, _____, Interim City Clerk for the City of Palos Verdes Estates, California, do hereby certify that the foregoing Resolution **R24-03** 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 23th day of January, 2024, by the following vote:

- AYES: COUNCILMEMBERS:
- NOES: COUNCILMEMBERS:
- ABSENT: COUNCILMEMBERS:
- ABSTAIN: COUNCILMEMBERS:

Interim City Clerk



ATTACHMENT A

City of Palos Verdes Estates

Hiring Incentive Program for Lateral Police Officers 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 Verdes 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 four (4) incentives under the Incentive Program.

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 four (4) 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 employment with PVEPD	\$5,000	\$4,000	\$3,000

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.

Budgeted Authority for Incentives

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