

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

AMENDING THE RECRUITMENT AND HIRING INCENTIVE POLICY  
FOR LATERAL POLICE OFFICERS IN THE ALAMEDA POLICE  
DEPARTMENT

WHEREAS, the City continues to struggle to fill Police Officer Positions with Qualified Candidates; and

WHEREAS, a new Police Officer Recruit needs to attend a six month Police Officer Academy and complete an 19-week field training program prior to being able to work independently; and

WHEREAS, sponsoring a new Police Officer Recruit through a six month Police Officer Academy represents a significant cost to the City; and

WHEREAS, hiring a lateral Police Officer saves the City the cost of sponsoring a Police Officer Recruit through a six month Police Officer Academy; and

WHEREAS, hiring only Recruits will not allow the Police Department to meet its staffing needs; and

WHEREAS, in order to recruit experienced lateral Police Officers from other agencies, the City has revised its Recruitment and Incentive Policy for Lateral Police Officers by including additional financial incentives in order to remain competitive with other organizations also competing for lateral candidates; and

WHEREAS, these new financial incentives are well below the cost of a Police Academy sponsorship and are expected to have a neutral impact to the Alameda Police Department budget.

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Alameda that said City Council approve amendments to the Recruitment and Incentive Policy for Lateral Police Officers.

\* \* \* \* \*

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 3<sup>rd</sup> day of December 2019, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 4<sup>th</sup> day of December, 2019.

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Lara Weisiger, City Clerk  
City of Alameda

APPROVED AS TO FORM:

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Yibin Shen, City Attorney  
City of Alameda