
ALAMEDA POLICE DEPARTMENT RECRUITMENT & HIRING INCENTIVE POLICY FOR LATERAL POLICE OFFICERS

DECEMBER 3, 2019

NEWS

Why Southern California

Palo Alto

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By Emilie Raguso,
Dec. 20, 2018, 11:10 a.m.

By Maria Med

2018 at 6:37 pm

Filed Under: Employment, Palo Alto, Palo Alto Police Department

As staffing crisis continues for Berkeley
police, officers who left reveal why
... more cops

...ing To Hire Despite Large Signing
... challenges

Community News

Piedmont police st

Local law en

Bay Area Cop Shortage Pro
Rookies With Cash

... Police Departments To Entice

America's Growing Cop Shortage

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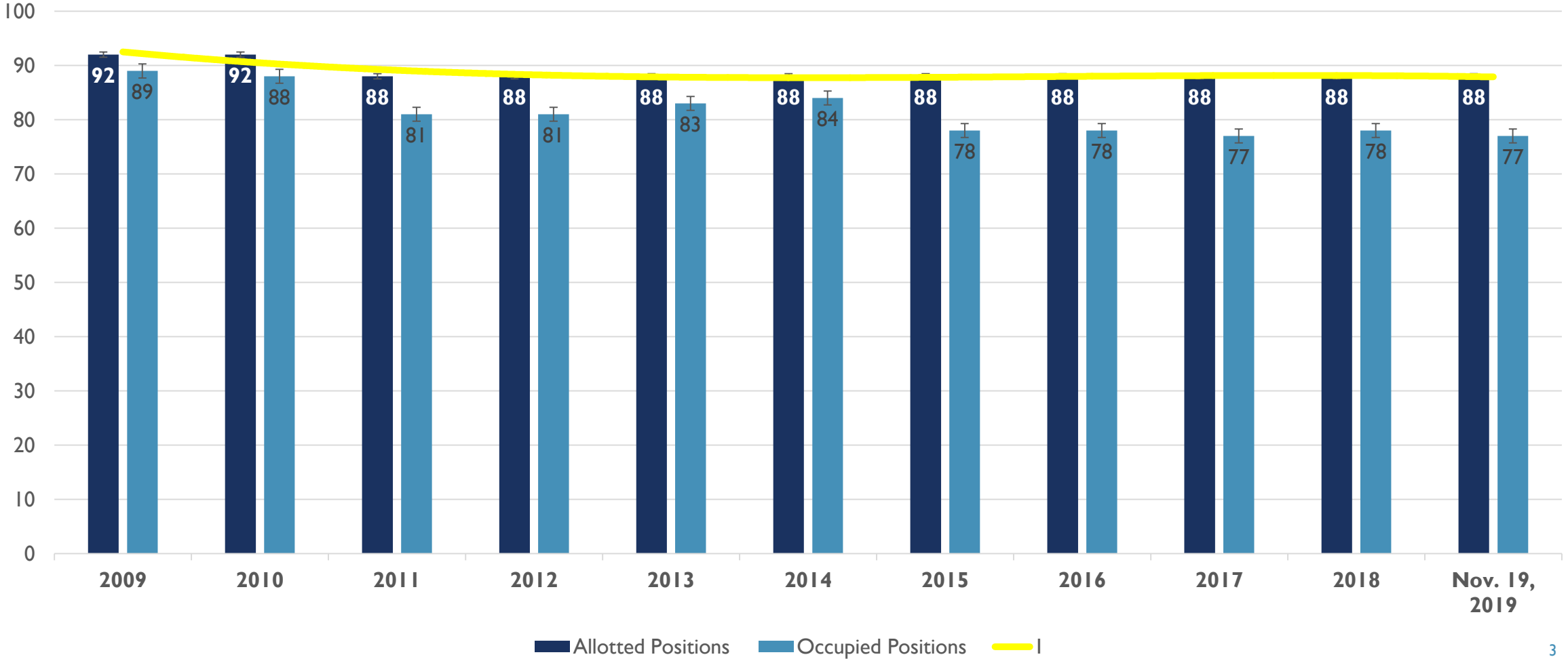
By Juliette Goodrich

September 18, 2019 at 6:59 pm

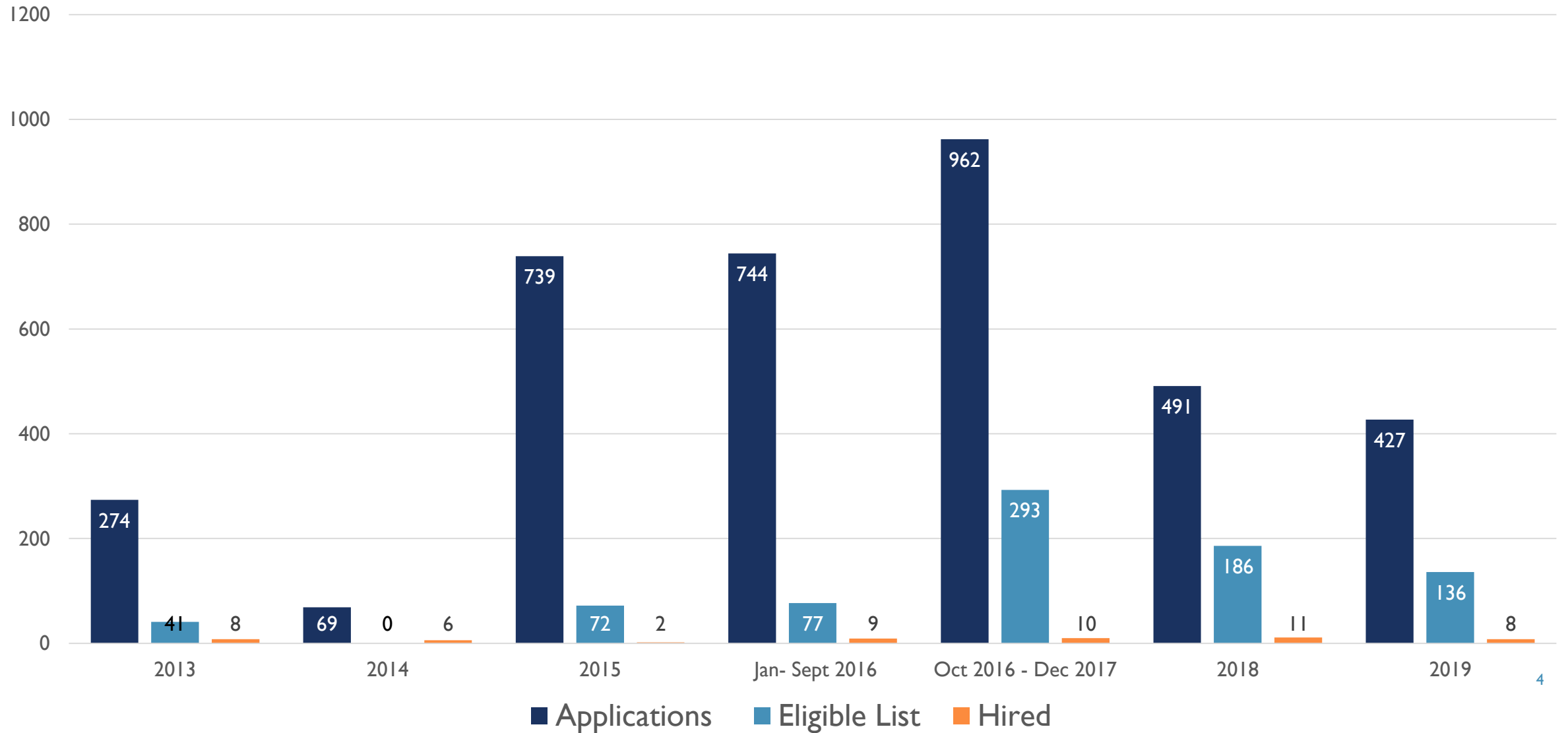
Filed Under: Cash Incentives, East Bay

December 12, 2018 - 8:33 AM ET

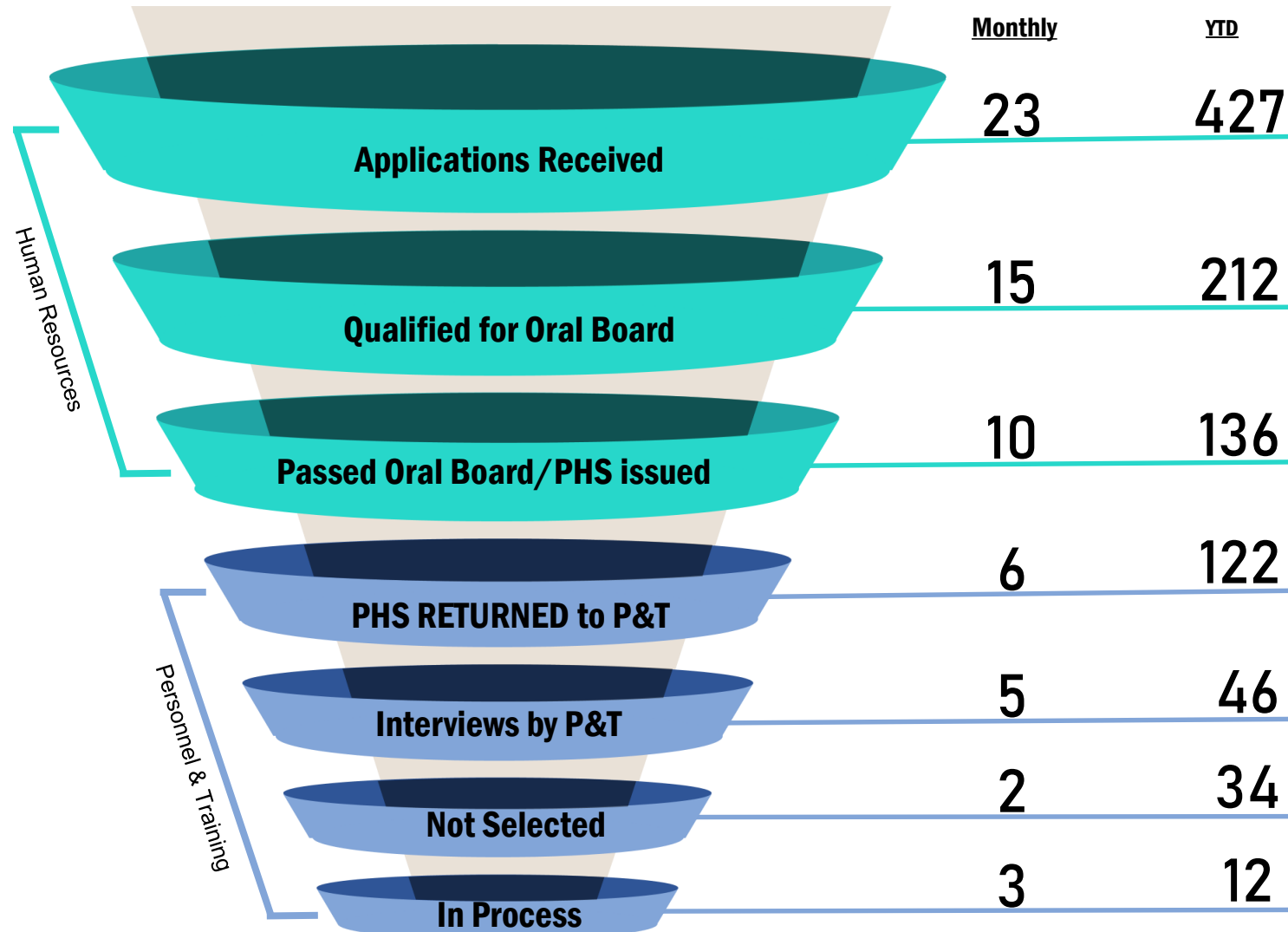
Allotted Sworn Positions v. Filled Positions



APPLICATIONS RECEIVED > PASSED/ELIGIBLE LIST > HIRED



October 2019 Recruiting Statistics



RECRUITMENT PROCESS IMPROVEMENTS – SINCE 2016

- Moved to a continuous recruitment in 2016
- Qualified candidates scheduled for interviews within two weeks of applying
- Expanded number of academies used for recruits
- If academy is not available recruits are hired as part-time police techs until academy becomes available
- Attending job fairs/academy graduations/veteran events
- Selected new psychiatrist to ensure candidate suitability
- Implemented Lateral Hire Incentive Program in 2017
- Currently evaluating changes to the hire process to expedite hiring
- Recommending enhancements to current Lateral Incentive Hiring program

LATERAL HIRE INCENTIVES

February 2017 – Adopted

- Offered an advanced step in the salary schedule.
- Offered a starting vacation accrual rate corresponding to their years of service.
- Offered 80 hours of vacation time in addition to standard accrued time upon completion of 12 months of service. (Applicable to candidates with 5+ years of experience.)
- Offered year for year service credit (max. 10 years) towards retention pay incentive.
- Offered the ability to front load 48 hours of sick time.
- Offered a referral incentive of two days of vacation time (or cash equivalent)

December 2019 – Proposed Additions

- \$30,000 signing bonus to be paid in 3 increments.
 - Successful completion of FTO.
 - Successful completion of 1 year of service.
 - Successful completion of 2 years of service.
- Reduction of probationary period from 2 years to 1 year.
- Referral Incentive – Open to all employees
 - Two additional days of vacation time
or
 - \$1,000 lump sum bonus

