



Legislation Text

File #: 21-0298, **Version:** 1

TO:

Honorable Mayor and Members of the City Council

THROUGH:

Bruce Moe, City Manager

FROM:

Lisa Jenkins, Human Resources Director
Derrick Abell, Police Chief

SUBJECT:

Update on Police Recruitment and Information Regarding Police Officer Recruitment Incentive Programs (Human Resources Director Jenkins and Police Chief Derrick Abell).

RECEIVE AND FILE

RECOMMENDATION:

Staff recommends that the City Council receive and file information regarding police recruitment status, the current lateral police officer recruitment bonus program, and information regarding the recruitment program of market agencies. If Council wishes to provide direction this item may be removed from the consent calendar for individual consideration.

FISCAL IMPLICATIONS:

There are no fiscal implications at this time.

BACKGROUND:

At the August 24, 2021 Council Meeting, Councilmember Napolitano requested a report regarding current recruitment incentives for Police Officers. Mayor Hadley seconded the motion and Councilmember Montgomery requested to be the third vote for this item to return to City Council as a future agenda item. This report summarizes the current recruitment incentive program in effect and updates City Council and the community on current recruitment efforts. Additionally, the City Council requested information regarding cash incentives by other agencies in relation to considering an enhanced incentive. Staff has researched and compiled information regarding the recruitment incentive programs for other agencies typically utilized for labor market comparisons, which is attached for City Council's review.

On February 1, 2000, City Council adopted a resolution to establish a referral bonus for police recruitment. At the time, a referral bonus of \$1,000 for current Manhattan Beach Police Department (MBPD) employees who refer Police Officer Lateral candidates (paid as \$500 at time of hire and \$500 at successful completion of probation), and \$2,000 recruitment incentive to new lateral transfers. On August 1, 2003, City Council approved an amendment to the recruitment incentive, increasing the referral bonus for current officers to \$2,000 and the recruitment incentive to new lateral

transfers to \$3,000. No further changes have been made to the bonus amount since 2003.

The California Commission on Peace Officer Standards and Training (P.O.S.T.) establishes the required testing components for both entry-level and lateral police officer hires, as well as specifying the process and requirements for the police officer backgrounds. This includes a written exam for entry-level applicants and the following requirements for all police officer candidates (entry-level as well as lateral or academy graduate): physical agility test, oral interview, extensive background investigation (including polygraph exam), medical exam, and psychological exam.

DISCUSSION:

Between April and June 2021, the sworn vacancy number increased from three (3) to six (6) vacancies. Since June 2021, an additional vacancy was added, increasing the current sworn vacancy number to seven (7). These vacancies are currently at the Police Officer level. The City is continuously recruiting and testing for experienced Police Officer (lateral or academy graduate) candidates as well as Police Academy Trainee (entry-level) candidates in order to fill the current sworn vacancies, and to prepare for upcoming retirements and promotions. The Human Resources and Police Departments have worked together to develop a recruitment and hiring plan designed to expedite, streamline, and increase efficiencies in the police officer recruitment and testing process, with the goal of funneling a regular pipeline of candidates into the background process. The updated recruitment plan includes all required testing components, but with a more frequent and consolidated testing schedule.

Since April 2021, the Human Resources and Police Departments have worked together to host five (5) written exams over three (3) separate dates and four (4) panel interviews held on four (4) separate dates for entry-level candidates, resulting in a current eligibility list of over twenty (20) candidates. The list continues to be amended with additional eligible candidates after each round of testing. Candidates who were included in the September 17, 2021 written and physical agility test, and pass both components, will be invited to an oral interview in the near future. After each round of testing, a new group of candidates is placed on the eligibility list and into the background process. As of the agenda date, over ten (10) candidates are actively in the background process, including (5) lateral candidates, with two pending imminent hire or placement into the next police academy. There are also over ten (10) candidates on the eligibility list for police academy trainee who are in the initial phases of the background investigation process. In addition, lateral and academy graduate applicants are interviewed and processed by the Personnel and Training Police Sergeant as received so that qualified candidates can be added into the recruitment and hiring process on a continuous basis.

Based on our current applicant pool and pipeline, we anticipate filling the current vacancies by the end of the calendar year, and will be meeting regularly for monitoring and continuous improvement of the recruitment plan. Should conditions change regarding recruitment prospects, Staff will return to Council with updated information.

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ATTACHMENT:

1. Police Recruitment Incentives Comparison