

CITY COUNCIL MEETING

MARCH 22, 2022

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AGENDA

QUESTIONS AND ANSWERS

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MEETING DATE: March 22, 2022

Item #8 [CONS 22-172](#)

Adopt a Resolution Authorizing the City Manager to Reestablish a Police Trainee/Entry Level/Academy Graduate (TEAG) Hiring Bonus Program & Lateral Hiring Bonus Program and Reestablish a Hiring Incentive Referral Program (HIRP) for City Employees

Regarding the hiring bonus for lateral officers:

1. How are lateral applicants screened for alignment with our reimagining public safety goals/framework?

Lateral applicants are carefully screened to ensure they meet our existing standards for hiring any police officer candidate and they do not have any existing or pre-existing significant performance and/or disciplinary history with another agency. In fact, less than 10% of lateral applicants are moved on into the background portion of the hiring process and, once hired, they must undergo a 3-week orientation prior to entering the field training program.

2. Also, should we consider incentivizing new recruits at the same level as lateral officers?

Lateral officers have already completed all entry level training and are fully POST certified prior to being hired. Additionally, much of the regional recruitment efforts are focused on lateral officers, making it more competitive, and there is an offsetting cost savings (we don't have to pay for their police academy, etc.).

3. Are Communications (Dispatch/Call Taker) personnel positions eligible for recruitment bonus as well?

This staff report was written for police officer applicants as we are asking for the reimplementation of a pre-existing program and the police officer classification has the largest vacancy gap, which we anticipate will grow. We would, however, support such a program for Dispatch/Call Taker positions so long as salary savings from those classifications would fund the incentives.

LEGISLATIVE BUSINESS

ITEM #9

22-009

**FIREWORKS BAN
EDUCATION
AND ENFORCEMENT**

From: Theresa Murray
Sent: Tuesday, March 22, 2022 3:12 PM
To: List-Mayor-Council <List-Mayor-Council@hayward-ca.gov>
Subject: Agenda item #9 (LB22-009)

Dear City of Hayward,

I am writing to support the new ordinances being proposed banning fireworks in Hayward.

They are constant noise pollution in my area (Cherryland) from May until July.

It is so disruptive I am looking for a place to move to escape the nuisance. However I'm curious if the new ordinance is passed, will they be enforced?

Thank you, T. Murray