

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

Introduced by Council Member \_\_\_\_\_

RESOLUTION AUTHORIZING THE CITY MANAGER TO ESTABLISH A COMMUNICATIONS OPERATOR LATERAL AND ENTRY-LEVEL (COLE) HIRING BONUS PROGRAM

WHEREAS, the recruitment of well-qualified Communications Operators in today's workforce has become very competitive; and,

WHEREAS, the City of Hayward has experienced a significantly diminished pool of well-qualified Communications Operator applicants; and,

WHEREAS, hiring incentive programs will help the City of Hayward to be competitive in recruiting well-qualified Communications Operators; and,

WHEREAS, the Police Department anticipates hiring a minimum of 5 Communications Operators eligible for COLE program per year; and,

WHEREAS, the COLE Bonus Program will offer \$10,000 per entry-level candidate over a four-year four (4) phased approach; and,

WHEREAS, the COLE Bonus Program will offer \$10,000 per lateral candidate over a three-year three (3) phased approach; and,

WHEREAS, this program will be funded with currently appropriated Police Department budgeted salary and benefit savings that result from vacant positions.

NOW, THEREFORE, BE IT RESOLVED that the City Council authorizes the City Manager to establish a Communications Operator Lateral and Entry-Level (COLE) Hiring Bonus Program.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:  
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward