



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
www.Hayward-CA.gov

## Cover Memo

---

**File #:** CONS 22-172, **Version:** 1

---

**DATE:** March 22, 2022

**TO:** Mayor and City Council

**FROM:** Chief of Police

### **SUBJECT**

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

### **RECOMMENDATION**

That the City Council adopts a resolution (Attachment II) authorizing the City Manager to reestablish a Police Trainee/Entry Level/Academy Graduate (TEAG) Hiring Bonus Program & Lateral Hiring Bonus Program in the amount of \$10,000 per Qualified Candidate Hired Under the TEAG Program and \$20,000 per Qualified Candidate Hired Under the Lateral Hiring Bonus Program and Reestablish a Hiring Incentive Referral Program (HIRP) which will provide a \$2,000 incentive to current City of Hayward employees who refer qualified employees for full-time permanent positions within the Police Department.

### **SUMMARY**

The Hayward Police Department has experienced a significantly diminished pool of well-qualified police officer applicants due to the competitive market and other factors. To attract more qualified applicants, and as a reflection of industry standards around recruiting of police officers nationally, staff recommends the permanent reestablishment of the Police Trainee/Entry Level/Academy Graduate (TEAG) Hiring Bonus Program in the amount of \$10,000, Lateral Hiring Bonus Program in the amount of \$20,000, and Hiring Referral Incentive Program (HIRP) in the amount of \$2,000. The bonus awards for the TEAG and Lateral Hiring Bonus Programs would be distributed over a three- to four-year period in a phased approach.

### **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	TEAG Bonus Program Resolution
Attachment III	Lateral Bonus Program Resolution
Attachment IV	HIRP Resolution
Attachment V	TEAG Bonus Program Agreement

Attachment VI      Lateral Bonus Program Agreement  
Attachment VII      HIRP Referral Application