



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: CONS 19-268, **Version:** 1

DATE: May 14, 2019

TO: Mayor and City Council

FROM: Chief of Police

SUBJECT

Authorize the City Manager to Establish a Police Trainee/Entry Level/Academy Graduate (TEAG) Hiring Bonus Program & Lateral Hiring Bonus Program and the Establishment of a Hiring Incentive Referral Program (HIRP)

RECOMMENDATION

That the City Council adopts the attached resolutions authorizing the City Manager to establish a Police Trainee/Entry Level/Academy Graduate (TEAG), Lateral Hiring Bonus Program, and a Hiring Incentive Referral Program (HIRP). The Lateral Hiring Bonus Program and TEAG Hiring Bonus Program offer hiring bonuses in the amount of \$10,000 per qualified candidate hired. The HIRP offers current police department employees a \$2,000 incentive or 40 hours of leave time for referring qualified employees for full-time permanent positions within the police department.

The Hayward Police Department has experienced a diminished pool of well-qualified police officer applicants due to the competitive market and other factors. To attract more qualified applicants, staff recommends the development of a Police Trainee/Entry Level/Academy Graduate (TEAG) Hiring Bonus Program and Lateral Hiring Bonus Program in the amount of \$10,000 distributed over a three to four-year period in a four-phased approach. Additionally, the usage of a word-of-mouth recruitment strategy utilizing current departmental employees to refer potential candidates for full-time positions within the department can be done by instituting a Hiring Referral Incentive Program (HIRP). HIRP will offer a \$2,000 incentive or 40 hours of leave time to a current full-time police department employee who refers a hired candidate for any police department full-time position.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution - Police Trainee / Entry Level / Academy Graduate (TEAG) Hiring Bonus Program
Attachment III	Resolution - Lateral Officer Hiring Bonus Program
Attachment IV	Resolution - Police Hiring Incentive Referral Program (HIRP)
Attachment V	TEAG Hiring Bonus Program Agreement

Attachment VI Lateral Officer Hiring Bonus Program Agreement
Attachment VII HIRP Referral Application