



**City of Santa Ana**  
**20 Civic Center Plaza, Santa Ana, CA 92701**  
**Staff Report**  
**July 19, 2022**

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**TOPIC:** Police Officer Hiring Bonus Program

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**AGENDA TITLE:**

Police Officer Hiring Bonus Program

**RECOMMENDED ACTION**

Adopt a resolution approving a Police Officer Hiring Bonus program in a total amount not to exceed \$100,000, offering up to \$10,000 per officer.

**DISCUSSION**

Similar to most law enforcement agencies throughout the state and county, the Santa Ana Police Department (SAPD) is attempting to fill vacancies for the position of sworn police officer. The biggest challenge facing the department is the significant decline in applicants since 2020. A recent report completed by department personnel on April 26 of this year indicates, "the Department has realized a 60% reduction in police officer applications since 2020, and a 34% reduction in the number of applicants entering the background process since 2021."

A national recruitment trend is the offering of a hiring bonus ranging from \$5,000 to \$40,000. Locally, the Anaheim Police Department is currently offering \$15,000 and appears to have recruited a half dozen officers from a neighboring agency. Below is an example of some of the agencies currently offering a hiring bonus:

Agency	Amount	Terms
Alameda Police Department	\$30,000	\$10,000 upon completion of field training program; \$10,000 after one year of service; \$10,000 after second year of service
Anaheim Police Department	\$15,000 - \$20,000	\$5,000 upon first full pay period following first date of employment; \$5,000 upon successful completion of field training program; \$5,000 upon successful

		completion of probation; (\$5,000 additional military veteran incentive)
Bay Area Rapid Transit	\$15,000	\$5,000 upon hire; \$10,000 upon completion of field training program
Buena Park Police Department	\$5,000	\$2,500 upon hire; \$2,500 upon completion of field training program and eighteen-month probationary period
Colton Police Department	\$15,000	\$2,500 upon hire; \$2,500 upon completion of field training program and six months; \$5,000 after completion of probation; \$5,000 after one-year anniversary of probation
Redding Police Department	\$40,000	\$20,000 upon hire; \$10,000 upon completion of field training program; \$10,000 after completion of one-year probation
San Francisco Police Department	\$5,000	\$5,000 upon completion of field training program

The introduction of a signing bonus for new hires will bolster our efforts and falls in line with the prevailing trend throughout the state. It is recommended the City of Santa Ana implement a hiring bonus of \$10,000 for police officers, which is competitive with neighboring agencies. Eligibility for this program will be limited to only new police officer applicants who apply after adoption of the program. For new police officers (recruits and academy graduates), the bonus would be paid out incrementally as follows:

- \$2,500 paid upon first full pay period following the first date of employment
- \$2,500 paid upon successful completion of field training program (12-22 weeks)
- \$5,000 paid upon successful completion of probation (one year from date of hire)

For lateral police officers, the bonus would be paid out incrementally as follows:

- \$5,000 paid upon first full pay period following the first date of employment
- \$5,000 paid upon successful completion of probation (one year from date of hire)

This program will be publicized in the SAPD recruitment flyers, Governmentjobs.com postings, at job fairs, on social media platforms (Facebook, Twitter, Instagram), Nixle alert, and on the City's website. This initial pilot program funding will assist in recruiting and hiring ten police officers. If the program is successful and additional funds are necessary, a future request will be presented for Council consideration.

**ENVIRONMENTAL IMPACT**

There is no environmental impact associated with this action.

**FISCAL IMPACT**

Funds in the amount of \$100,000 will be transferred from the Police Department's Field Operations Salaries Overtime account to the Human Resources, Signing Bonus account no. (01114402-61045) for expenditure. All committed funds unpaid by the end of the fiscal year shall be carried forward for expenditure in FY 2023-24.

**EXHIBIT(S)**

1. Resolution
2. Program Flyer

Submitted By: David Valentin, Police Chief

Approved By: Kristine Ridge, City Manager