



City of Santa Ana
20 Civic Center Plaza, Santa Ana, CA 92701
Staff Report
July 18, 2023

TOPIC: Police Officer Hiring Bonus Program

AGENDA TITLE

Police Officer Hiring Bonus Program

RECOMMENDED ACTION

Adopt a resolution approving the continuation of the Police Officer Hiring Bonus program in a total amount not to exceed \$600,000 offering \$10,000 per officer, \$15,000 for an officer with a Bachelor's degree, or \$15,000 for an officer who is a military veteran, and up to \$20,000 for an officer who is a military veteran with a Bachelor's degree.

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. Over the last six years, we have increased the standards for police officer hiring, when other agencies have actually lowered standards to meet this industry wide recruitment challenge. Serving as a Santa Ana police officer is an honor and a privilege and our Department is highly sought after based on our strong reputation of teamwork, comradery, high morale and industry leading professionalism.

We request the continuing of a hiring bonus in order to offer a reasonable incentive, as we leverage our hiring strategy. Our Department prides itself in investing in our own internal culture to support our dual policing framework of: Community Based and Traditional Policing. Some local agencies have as high as 75% lateral police officers that make up their workforce, importing a mix of cultures not centered within the Department. Our Department is composed of approximately 35% laterals; meaning the majority of our workforce learned the nuances of policing, specific to our Santa Ana community and culture. This is a key difference in hiring strategies.

The biggest challenge facing law enforcement is the significant decline in applicants. In 2022, the City Council approved a \$10,000 hiring bonus for each new officer, not to exceed \$100,000 in total, which has been fully encumbered. From June 1, 2021 to May

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31, 2022, there was a total of 980 applicants. From June 1, 2022 to present there was a total of 1,233 applicants, which is a 26 percent increase.

A national recruitment trend is the offering of a hiring bonus ranging from \$5,000 to \$75,000. Locally, the Anaheim Police Department is currently offering \$10,000 to \$15,000. Below is an example of what some California municipal agencies are currently offering as a hiring bonus:

Agency	Amount	Terms
Alameda Police Department	\$75,000	\$25,000 upon being sworn in; \$50,000 at the completion of field training
Anaheim Police Department	\$10,000-\$15,000	\$3,000 upon first full pay period following first date of employment; \$3,000 upon successful completion of field training program; \$4,000 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	\$12,000	\$4,000 upon hire; \$4,000 upon completion of field training program; and \$4,000 upon completion of second year of service
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

Maintaining and increasing our 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 Council implement and increase a hiring bonus of up to \$20,000 for police officers (offering \$10,000 per officer, \$15,000 for an officer with a Bachelor's degree, or \$15,000 for an officer who

is a military veteran, and \$20,000 for an officer who is a military veteran with a Bachelor's degree), 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. The bonus would be paid out incrementally as follows for new police officers:

New Recruits / Academy Graduates

Incremental Payment Milestones	New Hire	Military Veteran	Bachelor's Degree	Military Veteran + Bachelor's Degree
First Full Pay Period following Academy Graduation	\$ 2,500	\$ 5,000	\$ 5,000	\$ 5,000
Successful Completion of Field Training Program	\$ 2,500	\$ 5,000	\$ 5,000	\$ 7,500
Successful Completion of Probation	\$ 5,000	\$ 5,000	\$ 5,000	\$ 7,500
Total Bonus	\$10,000	\$15,000	\$15,000	\$20,000

Lateral Police Officers

Incremental Payment Milestones	New Hire	Military Veteran	Bachelor's Degree	Military Veteran + Bachelor's Degree
First Full Pay Period following Academy Graduation	N/A	N/A	N/A	N/A
Successful Completion of Field Training Program	\$ 5,000	\$ 7,500	\$ 7,500	\$10,000
Successful Completion of Probation	\$ 5,000	\$ 7,500	\$ 7,500	\$10,000
Total Bonus	\$10,000	\$15,000	\$15,000	\$20,000

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. At the direction of the City Council, the expansion of the Police Officer Hiring Program will assist in recruiting and hiring all 29 current vacant positions. Between May 23, 2023, and June 7, 2023, two officers were hired after the initial \$100,000 of the program had been obligated. Staff recommends providing the same original program bonus to the two officers for equitable application of the program's intent.

FISCAL IMPACT

City Council previously directed staff to use salary savings from the sworn position vacancies for the hiring bonus. Funds in the amount of \$600,000 will be transferred from the Police Department's Field Operations Salaries account to the Human Resources, PD Hiring 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 subsequent fiscal years.

EXHIBIT(S)

1. Resolution

Submitted By: David Valentin, Police Chief

Approved By: Kristine Ridge, City Manager