

RESOLUTION NO. 2023 -

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NATIONAL CITY,
CALIFORNIA AUTHORIZING THE POLICE OFFICER LATERAL BONUS PROGRAM
FROM JANUARY 2023 THROUGH DECEMBER 2024**

WHEREAS, the National City Police Department, along with police departments across the nation, are raising concerns about current and future staffing levels; and

WHEREAS, the number of viable police recruits is drastically low; and

WHEREAS, hiring bonuses are being used as a competitive hiring strategy; and

WHEREAS, the City of National City spends over \$75,000 per Police Recruit to cover their salary, benefits, and academy, in addition to staff time on recruitment, testing, and background investigations; and

WHEREAS, hiring lateral officers who are already certified and trained is more cost-effective and offering a hiring bonus of \$30,000 is budget-neutral; and

WHEREAS, Police Officer Lateral is defined as, an applicant who has successfully completed a police academy and possesses a California Basic POST Certificate or equivalent. Traditionally, these individuals fall into two categories; 1. Police academy graduates that have not yet been hired by police departments; 2. Laterals that are currently employed with another police department; and

WHEREAS, the National City Police Department will continue to recruit and hire the best candidates available; and

WHEREAS, Section 2.36.010 of the National City Municipal Code states that the City Council shall be resolution prescribe the time and method of paying salaries and wages of the officers and employees of the City.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY,
CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS
FOLLOWS:**

Section 1: That the City Council hereby authorizes the creation of the Police Officer Lateral Bonus Program. Lateral Officers hired between January 1, 2023 and December 31, 2024 will receive up to a \$30,000 hiring bonus paid in the following manner:

- \$10,000.00 Upon date of hire
- \$10,000.00 Upon successful completion of probation period
- \$10,000.00 Upon two-year anniversary date, and Standard or Above Standard Performance Evaluations.

Section 2: That the City Council hereby authorizes the City Manager and/or their designee to sign a side letter to the 2022-2024 Memorandum of Understanding

(MOU) with the National City Police Officers Association formalizing the bonus program as stated.

Section 3: That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED and ADOPTED this 17th day of January, 2023.

Ronald Morrison, Mayor

ATTEST:

Shelley Chapel, Interim City Clerk

APPROVED AS TO FORM:

Barry J. Schultz, City Attorney