



CITY HALL

CITY OF ANGELS PO Box 667, 200 Monte Verda St. Suite B, Angels Camp, CA 95222 P: (209) 736-2181

DATE: February 18, 2025
TO: Angels City Council
FROM: Steve Williams, Interim City Administrator
RE: Agreement – Approving a Side Letter with the Angels Police Officers Association for Signing and Retention Bonuses

RECOMMENDATION:

Approve a Side Letter with the Angels Police Officers Association for Signing and Retention Bonuses.

BACKGROUND:

During closed session City Council Meetings in December of 2024 and January of 2025, the City Council authorized signing and retention bonuses for Angels peace officers in an effort to enhance recruitment efforts and retain existing sworn officers.

DISCUSSION:

The City of Angles values its public safety officers. The Angles Police Department consists of a small staff of dedicated, hardworking professionals committed to delivering quality service through the creation of partnerships with the people they serve. Angles Police Department has had a difficult time recruiting qualified individuals to serve as peace officers.

The department currently has one vacancy with a second vacancy anticipated within the next several months. The current vacancy is the result of an Angles Police Officer accepting a position with another police agency. The anticipated vacancy will be the result of a service retirement.

Two vacancies in a small police department is tremendously impactful to the ability to provide full service law enforcement.

Chief Scott Ellis presented ideas to the City Administrator to enhance recruitment and retention. Among those ideas were increased signing bonuses to attract qualified individuals to the vacant positions and retention bonuses to appreciate and retain our existing peace officers.

Two levels of signing bonuses are proposed:

An entry level signing bonus in the amount of fifteen thousand dollars (\$15,000) will be offered to individuals who do not possess a California Peace Officer Standards and Training (POST) Basic Certificate.

A lateral officer signing bonus in the amount of thirty thousand dollars (\$30,000) will be offered to individuals who possess a California POST Basic Certificate.

The requirements to earn a California POST Basic Certificate included successful completion of a certified California Police Academy, completion of a POST-certified Field Training Program, and completion of a probationary period of not less than twelve (12) months.

All signing bonuses would be paid out in equal installments over the course of five (5) years with acceptable performance.

Three levels of retention bonuses are proposed.

Peace Officers who have completed between 1 – 5 years with the City of Angels = \$3,000

Peace Officers who have completed between 6 – 10 years with the City of Angels = \$5,000

Peace Officers who have completed more than 10 years with the City of Angels = \$7,000

All retention bonuses would be paid out in a single installment.

FINANCIAL IMPACT:

Signing Bonuses will be paid through available funds at the time they are needed.

Retention Bonuses will be paid through a \$23,000 transfer from the General Fund Reserve (if necessary) during the mid-year budget adjustment.

ATTACHMENTS:

1. Side Letter with the Angels Police Officers Association
2. Exhibit A – Entry Level Signing Bonus Agreement
3. Exhibit B – Lateral Officer Signing Bonus Agreement
4. Exhibit C – Retention Bonus Agreement

