



Staff Report

August 1, 2022 Council Regular Meeting

Police Officer Hiring Bonus Policy

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: This topic was presented at the July 18 workshop for Council consideration.

In the current labor market, hiring police officers has become extremely competitive. Some agencies are providing hiring bonuses as an incentive to attract new employees and the city would like to provide this benefit for new hires.

SUMMARY: In recent years, the ability to hire police officers has become more difficult. Agencies have started providing hiring bonuses to attract and compete for talented individuals who are considering the profession, or already in it, but would like to move to a different agency. Many cities in the State are providing hiring bonuses, and most of the entities in our geographic area are as well.

The proposed policy provides a bonus of \$10,000 for entry-level and \$30,000 for lateral police officer hires. The amount would be paid out over time as outlined in the policy.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is to be competitive in the labor market when hiring for police officers.

What's the data? What does the data tell us? The data from comparable entities shows that the proposed bonus structure is appropriate.

How have communities been engaged? Are there opportunities to expand engagement?
N/A

Who will benefit from, or be burdened by this agenda item? The city will benefit by attracting candidates and being competitive in the marketplace. The ability to hire officers increases citizen safety in Camas and helps keep staffing levels full in the department.

What are the strategies to mitigate any unintended consequences? One unintended consequence could be employees choosing to move between agencies to collect the bonuses. The employees in this group receive some lateral consideration on salary, leave accrual and

longevity, as well as matching deferred compensation, which can help toward employee retention. The ability to build seniority at one agency is also a motivating factor to stay.

Additionally, other areas of the city could potentially benefit from hiring bonuses as we have some other positions that are difficult to fill.

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact. N/A

Will this agenda item improve ADA accessibilities for people with disabilities? N/A

What potential hurdles exists in implementing this proposal (include both operational and political)? There could be requests in other departments for hiring bonuses for hard to fill positions. The city is also looking at ways to attract top candidates for all departments and how to retain employees, including providing competitive pay, leave accruals and other benefits.

Current police department employees may wish to see retention bonuses as well. Staff is looking at all possible options for the city but at this point have only data related to police officer hiring.

How will you ensure accountabilities, communicate, and evaluate results? N/A

How does this item support a comprehensive plan goal, policy or other adopted resolution?
N/A

BUDGET IMPACT: 2022 impact is estimated to be between \$12k-22k, depending on if the new hires are entry level or lateral officers. The cost per year will depend on number of employees hired, when hired and type of hire.

RECOMMENDATION: Staff recommends Council adoption of the policy.