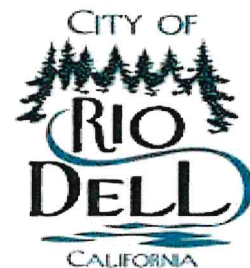


*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*



June 4, 2024

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Adoption of a Recruitment and Retention Program Related to the Police Department

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Authorize the City Manager to implement a recruitment and retention program for the Police Department, including: One \$50,000 hiring incentive for the Chief of Police, and one \$50,000 lateral incentive for a Police Officer, both to be paid over 2.5 years; further, a retention bonus for existing 40 hour per week sworn law enforcement of \$7,500 annually for up to 3 years; and, one retention bonus for the Community Services Officer of \$6,000 annually for 3 years.

BACKGROUND AND DISCUSSION

Like many other public safety departments throughout the state and nation, the Rio Dell Police Department is in a staffing crisis. Because of its relatively small size, the impact of the separation of even a single officer can have significant impacts on operations. In July of 2022, the Rio Dell Police Department had five full time officers and one part time officer. Today, the department has three full time officers and one part time officer. Of this, one full time officer is expected to retire by the end of 2024, and the part time officer will also be retiring around the same time.

Hiring and bonus programs have become part of the current market conditions for Police Departments. Police Academy cadets are now rarer and more highly sought, and traditionally are more likely to separate from the career in the first couple years of service than most other professions. City projections show that the cost of sponsoring a cadet through the academy and to the completion of field training is approximately \$60,000. This does not include the costs of lost productivity, or the Department's time during the FTO process. The City has also been in recruitment for the Chief of Police and it is recommended to add a hiring incentive for that position as well. Therefore staff is recommending a \$50,000 hiring bonus with \$10,000 paid upon the first pay period for two positions, and the remainder paid out biweekly for 2.5 years. With short staffing, additional workload will appear for the existing field staff and officers. It is recommended that existing 40+ hour per week sworn law enforcement receive \$7,500 annually for three years paid out bi-weekly. Additionally, it is recommended that the Community Services Officer also receive \$6,000 annually for three years paid out bi-weekly. All incentives are to be

made available the first full pay period after the approval of this item. Due to salary savings, currently budgeted appropriations are expected to be able to fund these costs.

This program is modeled after other similar local programs, and meets their levels of incentive and does not set the bar higher than those other organizations.

///