



CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: July 06, 2026

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, City Administrator

SUBJECT: Consider Adoption of Resolution 07-06-2026-A, Modifying the Recruitment Incentive Plan to Add Eligibility to Experienced Lateral Public Safety Dispatchers.

RECOMMENDATION:

Consider Adoption of Resolution 07-06-2026-A, Modifying the City's Recruitment Incentive Plan to Establish Sign-on Bonuses for Experienced Lateral Public Safety Dispatchers.

BACKGROUND:

The Sonora Police Department continues to experience a competitive labor market for experienced Public Safety Dispatchers. To remain competitive, staff recommends expanding eligibility to experienced lateral Public Safety Dispatchers.

OBJECTIVES:

The primary objectives of the proposed Recruitment Incentive Plan are as follows:

1. Recruit experienced Public Safety Dispatchers by offering competitive recruitment incentives.
2. Improve staffing levels to support effective emergency response, investigations, communications, and other public safety services.
3. Encourage employee retention through milestone-based incentive payments that promote long-term workforce stability.

BENEFITS:

The proposed Recruitment Incentive Plan is expected to provide several benefits to the City and the Sonora Police Department, including:

1. Enhanced Recruitment Competitiveness: Recruitment incentives improve the City's ability to attract experienced Public Safety Dispatchers in an increasingly competitive labor market.
2. Improved Retention and Operational Efficiency: The milestone-based payment structure is designed to encourage long-term employment and reward continued service with the Sonora Police Department.



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3. Enhanced Public Safety Services: Improved staffing levels and the recruitment of experienced personnel will strengthen the Department's ability to provide timely emergency response, proactive policing, investigations, and communications services.
4. Strengthened Community Relationships: A fully staffed and experienced Police Department is better positioned to engage with residents, businesses, and community organizations through proactive community policing efforts.

DISCUSSION / ANALYSIS:

The proposed modifications are intended to improve the City's competitiveness in recruiting experienced public safety professionals while supporting appropriate staffing levels and maintaining high-quality public safety services.

The program establishes tiered recruitment incentives for experienced Public Safety Dispatchers based on years of qualifying law enforcement agency experience. Candidates with greater experience generally require less field training, become productive more quickly, and can provide immediate operational benefit to the Department. Qualifying experience is defined in the Recruitment Incentive Plan as prior service as a public safety dispatcher employed by a law enforcement agency.

Sign-on bonus payments will continue to be distributed upon completion of established employment milestones, ensuring the program supports both recruitment and retention. By targeting experienced lateral candidates, the City seeks to improve staffing stability while remaining competitive in today's public safety labor market. Staff will periodically evaluate the effectiveness of the Recruitment Incentive Plan and may return to the City Council with recommendations for modifications based on recruitment outcomes, staffing needs, and labor market conditions.

FISCAL IMPACT:

Actual costs will vary depending on the number of successful lateral recruitments. If all currently authorized vacancies are filled by candidates eligible for incentives, annual costs are estimated to range from \$9,000 to \$15,000. Incentive payments are contingent upon continued employment and are distributed over multiple years based upon established employment milestones. For FY2026/27, no budget amendment is required, as the program will be funded through salary savings generated by existing vacancies.

ATTACHMENTS:

- Resolution 07-06-2026-A
- Exhibit "A" Sign-On Bonus Detail



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CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention