



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: February 3, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Administrative Services Director

SUBJECT: Consider Adoption of Resolution No. 02-03-2025-A Rescinding the Emergency Recruitment Incentive Plan for the Sonora Police Department, and Returning to the Original Hiring Incentives Passed by Council on July 3rd, 2023.

RECOMMENDATION:

Consider Adoption of Resolution No. 02-03-2025-A Rescinding the City's Emergency Recruitment Incentive Plans Effective February 3, 2025, and Returning to the Original Hiring Incentives Passed by Council on July 3rd, 2023.

BACKGROUND:

The Recruitment Incentive Plans were originally established by the City Council on July 3rd, 2023, and the amount of the incentive increased on December 18, 2023, due to an emergent need to assist the Police Department in attracting and retaining qualified candidates. Now that the department has been successful in its recruitment, and has filled all the budgeted sworn positions, it is the recommendation of staff to return to the original plan offered by the City, as attached.

DISCUSSION / ANALYSIS:

The City has successfully achieved its recruitment goals and the Police Department sworn positions are currently fully staffed, eliminating the immediate need for the Emergency Recruitment Incentive Plan.

The discontinuation of the Emergency Recruitment Incentive Plan reflects the Police Department's fully staffed sworn position status and allows for a shift in focus to maintaining competitive compensation and other strategies to ensure staff retention, i.e. a funded Police Officer Wellness Program. These achievements were made possible by the passage of Measure Y, the sales tax measure passed by voters in 2022, which has provided the necessary funding to support competitive wages and critical programs throughout the City.

Importantly, this action will not impact employees currently receiving annual incentive or retention bonuses, as these obligations will be honored in full according to the terms of the original agreements.

Should staffing challenges occur in the future, the City retains the flexibility to reinstate or modify the Recruitment Incentive Plans to address recruitment needs.



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This action also aligns with the City's commitment to fiscal responsibility, ensuring unneeded funds allocated to the program can be redirected to other priorities.

FISCAL IMPACT:

The discontinuation of the Emergency Recruitment Incentive Plan will result in cost savings by reducing expenditures tied to recruitment incentives. However, all obligations for employees currently receiving retention bonuses will continue as planned. The remaining savings will depend on the number of employees receiving incentives and the scope of prior commitments, but overall, this change is expected to have a positive financial impact.

ATTACHMENTS:

- Resolution No. 02-03-2025-A to Rescind the Emergency Recruitment and Incentive Plan.
- The Active Recruitment Incentive Plan.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Public Safety and Disaster Preparedness, Staffing - Salary, Benefits, Training, and Retention