

**RESOLUTION NO. 2011-110**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK  
RESCINDING RESOLUTION NO. 2008-176, INCENTIVE PROGRAM TO ATTRACT  
HIGHLY-QUALIFIED SWORN PERSONNEL FOR THE DEPARTMENT OF PUBLIC SAFETY**

**WHEREAS**, the City Council approved a temporary incentive program to assist in our recruitment efforts to hire lateral officers, and

**WHEREAS**, said incentive program was approved in 2006 on a temporary basis, with a sunset date in 2008, and

**WHEREAS**, the City Council made said incentive program permanent in 2008, and

**WHEREAS**, said incentive program provided new-hire lateral police officers with additional paid leave time based on their years of California Police Officers Standards & Training (POST) experience, and

**WHEREAS**, due changes in benefits resulting from new memorandums of agreement with our bargaining units and an increase in qualified, available lateral police officers in the labor pool, providing a hiring incentive of additional paid leave time is no longer necessary.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Rohnert Park rescinds said incentive program, Resolution 2008-176.

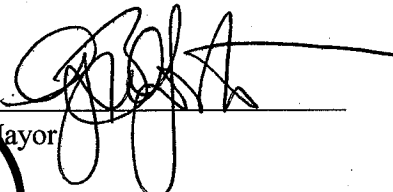
**DULY AND REGULARLY ADOPTED** by the City Council of the City of Rohnert Park this 22<sup>nd</sup> day of November, 2011.

**CITY OF ROHNERT PARK**

ATTEST:

  
\_\_\_\_\_  
City Clerk, Acting



  
\_\_\_\_\_  
Mayor

AHANOTU: <u>AYE</u>	CALLINAN: <u>ABSENT</u>	MACKENZIE: <u>AYE</u>	STAFFORD: <u>AYE</u>	BELFORTE: <u>AYE</u>
AYES: (4)	NOES: (0)	ABSENT: (1)	ABSTAIN: (0)	

## RESOLUTION NO. 2008-176

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK AUTHORIZING THE CITY MANAGER TO IMPLEMENT AN INCENTIVE PROGRAM TO ATTRACT HIGHLY QUALIFIED SWORN PERSONNEL OF THE DEPARTMENT OF PUBLIC SAFETY

WHEREAS, along with all local government jurisdictions, the City of Rohnert Park must increase its efforts to attract qualified public safety officers;

WHEREAS, attracting highly qualified public safety officers are critical to the safety of the community;

WHEREAS, in order to attract qualified officers, the City must compete with incentives similar to other jurisdiction;

WHEREAS, the City will implement a vacation and sick leave incentive program ("Incentive Program") to attract veteran officers who have accrued significant leave accruals at their current departments;

WHEREAS, the City will offer the following Incentive Program to attract qualified lateral public safety officers;

Officer with 2-3 years of California P.O.S.T. experience

- 110 hours of vacation
- 120 hours of sick leave

Officer with 4-5 years of California P.O.S.T. experience

- 126 hours of vacation
- 180 hours of sick leave

Officer with 6-9 years of California P.O.S.T. experience

- 150 hours of vacation
- 240 hours of sick leave

Officer with 10+ years of California P.O.S.T. experience

- 174 hours of vacation
- 300 hours of sick leave

WHEREAS, the Incentive Program will also grant the City Manager the discretion to recognize years of California P.O.S.T. service when establishing a lateral officer's rate of accrual of vacation hours;

WHEREAS, this one-time incentive award will not be considered earned compensation in the form of accrued vacation or sick leave and officers released from probation would not be entitled to compensation for this unearned compensation;

WHEREAS, reference to California P.O.S.T. (Peace Officer Standards and Training) means continuous employment as a full-time sworn officer with another California Law Enforcement Agency;

WHEREAS, this use of vacation and sick leave will be provided upon hire; however, all use of such leave will be in accordance of existing personnel rules and regulations;

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Rohnert Park that the City Manager is authorized to implement this Incentive Program.

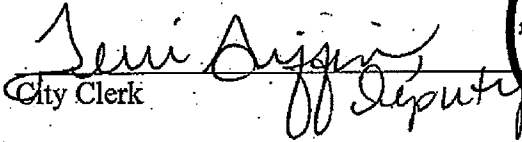
DULY AND REGULARLY ADOPTED by the City Council of the City of Rohnert Park this 10<sup>th</sup> day of November 2008.

CITY OF ROHNERT PARK

Mayor



ATTEST:

  
City Clerk Deputy



BREEZE: <u>AYE</u>	SMITH: <u>AYE</u>	STAFFORD: <u>AYE</u>	VIDAK-MARTINEZ: <u>ABSENT</u>	MACKENZIE: <u>AYE</u>
AYES: (4)	NOES: (0)	ABSENT: (1)	ABSTAIN: (0)	