



# CITY OF EL PASO DE ROBLES

*"The Pass of the Oaks"*

## Lateral Police Officer Hiring Incentive Program

### Purpose

In November 2020, the voters of Paso Robles approved Measure J-20, a one-cent supplemental sales tax initiative. One of the primary purposes of this tax measure is to hire and train essential police officers to meet current and future public safety needs. As such, the Police Department is anticipating adding an additional 21 new officer positions over the next several years. Hiring seasoned officers is the most effective utilization of City funds and department training resources, and also provides a critical deeper breadth of experience to the City's sworn police force. Despite significant efforts, hiring lateral police officers remains a challenge. The purpose of this program is to attract and recruit experienced police officers.

### Eligibility

Lateral officers who accept a conditional offer of employment during the course of this program shall be eligible for a hiring incentive of up to \$20,000 and a housing assistance loan of up to \$30,000, as outlined below. To be considered a lateral officer, the candidate must meet the following conditions at the time of application:

- Currently be employed a peace officer by a state police agency;
- Have a total of at least two years of experience, including one year of street experience with a municipality, Sheriff's Office, or equivalent; and
- Possess a California POST Basic Certificate or a Basic Course Waiver

### Incentives

Lump sum payments to eligible candidates shall occur as follows:

- \$5,000 paid on the first full pay period following successful completion of the field training program
- \$5,000 earned for the period from FTO completion to successful probation completion, paid on the first full pay period following successful completion of the probationary period
- \$5,000 earned for the period from passing probation to three years of active service, paid on the first full pay period following successful completion of three years of active service
- \$5,000 earned for the period between three years of active service completion and four years of active service completion, paid on the first full pay period following successful completion of four years of active service

Time out of service due to a leave of absence, for any reason, excluding leave taken due to personal vacation, will not be counted as active service.

The City will provide a housing assistance loan up to \$30,000, paid back over 15 years, at a 2% interest rate, and no payments required in the first year for a home purchased within San Luis Obispo County. Repayment would be made as a payroll deduction. If the employee is on unpaid

leave, or is receiving reduced pay such that full payment by payroll deduction is not possible, the employee shall continue to make timely payments to the City by other means. The loan will require a lien on the property and will be due in full upon the sale of the home. There may be scenarios where an employee has not sold their home and is no longer working for the department. In those instances, the City will strive to get the loan repaid as quickly as possible but will continue to honor the 15-year term initially agreed upon. The City's loan agreement will have the appropriate default provisions should that unfortunately occur. Refer to the attached loan agreement for full terms and conditions. Candidates must apply for the loan within 4 years of their original hire date.

Incentives paid are subject to all applicable taxes, withholdings, and deductions in accordance with current laws and IRS regulations. Furthermore, incentive payments are lump sum amounts and not reportable to CalPERS as compensation. Eligible employees have one opportunity to participate in the program. If an eligible officer separates from City employment and is then rehired by the City while this program is still in effect, the officer is not eligible for any remaining incentive pays, if applicable, or the housing assistance loan.

This program shall be in effect from June 7, 2022 through June 30, 2024. The city manager may discontinue the program at any time without advance notice.

  
\_\_\_\_\_  
Ty Lewis  
City Manager

  
\_\_\_\_\_  
Date

## Lateral Police Officer Hiring Incentive Agreement



I, \_\_\_\_\_, acknowledge that acceptance of this hiring incentive is voluntary and not a condition of employment with the City of Paso Robles. In accepting this hiring incentive, I agree to the following:

1. I am eligible for a hiring incentive of up to \$20,000 according to the following schedule:
  - \$5,000 paid on the first full pay period following successful completion of the field training program
  - \$5,000 earned for the period from FTO completion to successful probation completion, paid on the first full pay period following successful completion of the probationary period
  - \$5,000 earned for the period from passing probation to three years of active service, paid on the first full pay period following successful completion of three years of active service
  - \$5,000 earned for the period between three years of active service completion and four years of active service completion, paid on the first full pay period following successful completion of four years of active service
2. Time out of service due to a leave of absence will not be counted as active service.
3. I am eligible to apply for a housing assistance loan for the purchase of a home within San Luis Obispo County, subject to the terms and conditions of the loan agreement, within 4 years of my original hire date.
4. Incentives paid are subject to all applicable taxes, withholdings, and deductions in accordance with current laws and IRS regulations. Incentive payments are lump sum amounts and not reportable to CalPERS as compensation.
5. I am only eligible to receive incentives under this program once. If I separate from City employment and are then rehired by the City while this program is still in effect, I am not eligible for any remaining incentive pays, if applicable, or the housing assistance loan.

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Signature

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Date