



Town of Paradise
Council Agenda Summary
Date: June 11, 2024

Agenda Item: 6(b)

ORIGINATED BY: Eric Reinbold, Police Chief
REVIEWED BY: Jim Goodwin, Town Manager
SUBJECT: Public Safety Recruitment Incentives – Program Extension
LONG TERM RECOVERY PLAN: No

COUNCIL ACTION REQUESTED:

Consider authorizing the extension of Public Safety Recruitment Incentives effective June 30, 2024, through June 30, 2026.

Background:

Since the November 8, 2018, Camp Fire, the Paradise Police Department lost more than 50% of its paid and volunteer staff due to a myriad of reasons, including relocation, the local housing shortage, seeking stability, other opportunities, and personal reasons. Over the last 5 ½ years the Police Department has worked tirelessly to fill officer positions and now with the reinstatement of the Town's Public Safety Dispatchers, it is an ongoing effort. The department has had successful lateral officer hires with the current incentives.

The Paradise Police Department has experienced difficulty in recruiting qualified applicants due to a statewide supply issue wherein law enforcement agencies are seeing a smaller pool of qualified candidates. This has been compounded for the Town of Paradise in the aftermath of the Camp Fire. To attract and retain police personnel, compensation had been increased in 2019 based on a compensation study, as well as subsequent additional cost of living increases agreed to in bargaining unit MOUs. However, the market remains tight for these specialized positions. A lateral officer recruitment incentive program, approved by the Town Council, has been in place since 2022. To support recruitment and retention initiatives and to target experienced lateral candidates, we recommend extending the program to run through June 30, 2026.

The Town also has actively sponsored Police Officer Trainees through the Police Academy. Sponsorship is an expensive and lengthy process (selection and background takes 3-4 months, Police Academy runs 6 months, and the field training takes 6 months). A competitive hiring incentive for laterals makes sense when considering hiring costs and time until new officers can work a solo shift. The cost to the Town to sponsor a Cadet in the Academy and pay their salary during the Field Training Program is just over \$50,000.00, with no guarantee of successful completion.

In this next fiscal year, the Town will continue the process of fully staffing the Public Safety Dispatcher (PSD) function, so the recommendation is to maintain incentives for PSD positions which also are extremely difficult to recruit.

Public Safety Recruitment Incentive Program – Extension July 1, 2024, through June 30, 2026:

PSD Referral Bonus:

Paid to Town employee upon successful hire.

- \$100 for an entry level Public Safety Dispatcher applicant
- \$300 for a lateral Public Safety Dispatcher applicant.

Police Officer Referral Bonus:

Paid to Town employee upon successful hire.

- \$300 - Police Officer Trainee
- \$500 - Police Officer - Academy Graduate
- \$1,000 - Lateral Police Officer

PSD Applicant Sign-On Bonus:

- \$5,000 - Entry Level Public Safety Dispatcher (\$2,500 at time of hire, \$2,500 at successful completion of probationary period.)
- \$10,000 Lateral Public Safety Dispatcher (\$5,000 at time of hire, \$5,000 at successful completion of probationary period.)

Police Officer Applicant Sign-on Bonus:

- \$5,000 - Police Officer – Entry Level Academy Graduate
- \$40,000 Lateral Police Officer. (\$15,000 at time of hire, \$15,000 at successful completion of probationary period, and \$10,000 upon subsequent successful annual review).

Lateral Credited Leave Bank: When a lateral police officer or lateral dispatch applicant is hired by the Town, he or she would receive a one-time 80 vacation hours and 80 sick leave hours credited into their leave bank.

Relocation Assistance: A police officer or dispatcher applicant that resides 60 or more miles away from the Town of Paradise is eligible for a one-time relocation assistance payment of \$1,000 if within 30 days of hire date, he or she moves to a location within a 20 miles radius of the Town of Paradise. Payment will be made in the first payroll check following submission of relocation documentation.

Three Year Commitment: Included in the conditional job offer will be language that the applicant agrees to a commitment of three years.

Definitions for this incentive program:

- **Entry level academy graduate police officer** is defined as successful completion of the POST Basic Police Academy prior to their hire date with the Town (not sponsored through the Town).

- **Lateral police officer applicant** is defined as having previous or current sworn police officer experience of no less than one year. The sworn police officer lateral includes all ranks.
- **Entry level Public Safety Dispatcher** is defined as someone with less than 12 months experience in PSD.
- **Lateral Public Safety Dispatcher** is defined as someone with more than 12 months experience as PSD.

Analysis:

The Paradise Police Department experienced unprecedented turnover in the months after the Camp Fire that requires a continued competitive stance in the market to effectively attract and retain talent in the current competitive environment for sworn police officers and non-sworn Public Safety Dispatchers. Law Enforcement agencies across California are offering hiring incentives matching and or exceeding the current proposal. As such, I recommend implementing enhanced hiring incentives targeting lateral police officers effective immediately.

Financial Impact:

The Measure V committee has agreed to continue supporting Academy sponsorships and/or utilize the budgeted funds to cover recruitment incentives to the proposed amount, up to \$40,000 in FY24/25.



TOWN COUNCIL Meeting Minutes

6:00 PM – June 11, 2024

1. OPENING

The Regular meeting of the Paradise Town Council was called to order by Mayor Lassonde at 6:03 p.m. in the Town Council Chamber located at 5555 Skyway, Paradise, California who led the Pledge of Allegiance to the Flag of the United States of America. An invocation was offered by Council Member Bolin.

COUNCIL MEMBERS PRESENT: Greg Bolin, Steve Crowder, Steve “Woody” Culleton, Rose Tryon and Ronald Lassonde, Mayor

COUNCIL MEMBERS ABSENT: None

STAFF PRESENT: Town Manager Jim Goodwin, Town Attorney Scott E. Huber, Deputy Town Clerk Melanie Elvis, Finance Director/Town Treasurer Aimee Belev, Community Development Director Susan Hartman, Community Development Director Tony Lindsey, Recovery and Economic Development Director Colette Curtis, Recovery and Economic Development Project Manager Brian Solecki, Information Systems Director Luis Marquez, Police Chief Eric Reinbold, and Fire Chief Garrett Needles.

- 1a. Recovery and Economic Development Director Colette Curtis reviewed the requirements for the Transient Occupancy Tax allocation recipients. The following organizations provided a verbal report of their expenditure overview summarizing how their allocation was spent over the last year, explaining the impact on tourism and outlining their plans for next year’s funding allocation: The Paradise Ridge Chamber of Commerce, The Paradise Performing Arts Center, The Paradise Art Center, The Gold Nugget Museum, and the Paradise Symphony. Theater on the Ridge was not in attendance.
- 1b. David Leon Zink from Paradise Arts, Theatre & Culture Hub presented on upcoming projects, feasibility and funding.
- 1c. Fire Chief Garrett Needles presented on the upcoming 2024 Fire Season.
- 1d. Camp Fire Recovery Updates - Written reports are included in the agenda packet. (110-60-061)

Colette Curtis, Recovery and Economic Development Director - Recovery Projects, Advocacy, Economic Recovery and Development, Communications and Emergency Operations. _____

Marc Mattox, Public Works Director/Town Engineer - Infrastructure and Sewer Update.

Tony Lindsey, CDD-Building and Code Enforcement-Code Enforcement Update.

Kate Anderson, Business and Housing Manager-Business and Housing Update.

2. CONSENT CALENDAR

MOTION by Bolin, seconded by Culleton, approved consent calendar items 2a through 2f. Roll call vote was unanimous. Town Attorney Scott E. Huber clarified before the vote that Town Attorney Mark Habib would represent the Town as Special Counsel on behalf of item 2d.

- 2a. Approved minutes of the May 14, 2024, Special and Regular Town Council meetings.
- 2b. Approved May 2024 Cash Disbursements in the amount of \$7,852,529.03. (310-10-035)
- 2c. Reviewed and filed the 3rd Quarter Investment Report for the Fiscal Year Ending June 30, 2024. (360-30-006)
- 2d. Adopted Resolution No. 2024-42 "A Resolution of the Town Council of the Town of Paradise Approving a Professional Services Agreement with Cole Huber LLP for Town Attorney services for a Period of Three Years." (510-20-302)
- 2e. 1. Concurred with staff's recommendation to extend the HQE Systems Contract Extension for construction of the Early Warning Sirens to December 8, 2024; and, 2. Approved the amendment and authorized the Town Manager to execute the contract extension. (510-20-349)
- 2f. 1. Declared the described equipment as surplus property; and, 2. Adopted Resolution No. 2024-43, "A Resolution of the Town Council of the Town of Paradise Declaring Certain Town Equipment to be Surplus and Obsolete and Authorizing Disposal by the Town Manager or His Designee Thereof." (380-10-001)

3. ITEMS REMOVED FROM CONSENT CALENDAR - None

4. PUBLIC COMMUNICATION

- 1. John Enns asked that the Town Council reconsider disallowing RV's to be stored on empty lots.

Community Development Director Tony Lindsey invited Mr. Enns to the Building Resiliency Center to see if he would qualify for the Exemptions Committee.

2. James Clarkson spoke on the need for fuel reduction in town and the optics as it looks like the Town isn't doing anything to enforce the worst offenders. He also suggested the Town create a townwide calendar for events.
3. Steve Kane asked how property owners are notified when their properties are determined to be out of compliance with the weed abate standards and said the Town needs to accelerate the abatement process. He also critiqued the paving job on Kibler and Nunneley.

5. PUBLIC HEARINGS - None

6. COUNCIL CONSIDERATION

- 6a. Town Manager Jim Goodwin introduced Jen Goodlin and the proposed amendment to the tenant lease agreement with the Gold Nugget Museum.

1. Brian Gray, President of the Gold Nugget Museum, spoke to Council Member Culleton's concern about upkeep and maintenance of the tile - wall.

MOTION by Tryon, seconded by Crowder, approved the amended tenant lease agreement with the Gold Nugget Museum to include three new tile walls constructed by Rebuild Paradise Foundation in Paradise Community Park. Roll call vote was unanimous. (510-20-177)

- 6b. Police Chief Eric Reinbold presented the proposed Public Safety Recruitment Incentives for the Paradise Police Department recruitment of lateral officers.

MOTION by Culleton, seconded by Crowder, authorized the extension of Public Safety Recruitment Incentives effective June 30, 2024, through June 30, 2026. Roll call vote was unanimous. (650-60-011)

- 6c. Community Development Director Tony Lindsey presented the current process for defensible space and hazardous fuels management enforcement and provided options for Council consideration to expedite the abatement process on nuisance properties.

1. Jon Remalia spoke in favor of this item and said it would streamline the process.
2. Carrie Max said she received two notices of violation and wanted to know what she needs to do to bring her property into compliance.
3. James Clarkson said that it is not the 6-inch grass that's a concern, it is the 6-foot weeds that haven't been touched since the Camp Fire.
4. Heidi Lange spoke in favor of this item.

MOTION by Crowder, seconded by Culleton, directed staff to prepare an amendment to the defensible space ordinance to outline an expedited abatement process for nuisance properties. Roll call vote was unanimous.

7. COUNCIL INITIATED ITEMS AND REPORTS

7a. Council initiated agenda items – None

7b. Council reports on committee representation:

Council Member Culleton attended a ribbon cutting and the Goat Grazing Festival.

Council Member Crowder met with business owners to discuss a downtown vision; attended the Fire Summit in Grass valley as a guest speaker; attended the County's presentation on a proposed one cent tax; and attended several ribbon cuttings.

Vice Mayor Bolin attended the monthly LAFCo meeting and a groundbreaking for the Cypress Lane Apartments.

Council Member Tryon attended the monthly BCAG and BCAQM meetings.

Mayor Lassonde attended several ribbon cuttings; the monthly BCAG meeting; a Finance Committee meeting to discuss the upcoming budget; a meeting with the Chamber of Commerce and was interviewed by a reporter from the SF Gate.

7c. Future Agenda Items - None

8. STAFF COMMUNICATION

8a. Town Manager Jim Goodwin shared an update on the plans to repave Kibler and Nunneley.

9. CLOSED SESSION - None

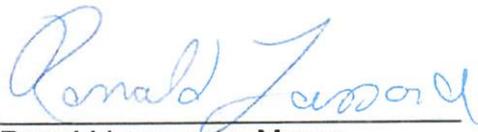
10. ADJOURNMENT

Mayor Lassonde adjourned the meeting at 8:29 p.m.

Date approved: July 9, 2024

By:

Attest: 7-12-2024



Ronald Lassonde, Mayor



Melanie Elvis, Deputy Town Clerk