



**Town of Paradise**  
**Council Agenda Summary**  
**Date: June 29, 2022**

**Agenda Item: 3(a)**

**ORIGINATED BY:** Eric Reinbold, Police Chief  
**REVIEWED BY:** Kevin Phillips, Town Manager  
**SUBJECT:** Public Safety Recruitment Incentives – Program Enhancement  
**LONG TERM RECOVERY PLAN:** No

**COUNCIL ACTION REQUESTED:**

Consider authorization for Enhanced Public Safety Recruitment Incentives effective June 30, 2022, through June 30, 2024.

**Background:**

Since the November 8, 2018 “Camp Fire”, the Paradise Police Department has lost approximately 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, etc. Over the last 3 ½ years the Police Department has worked tirelessly to fill Officer Positions and they currently still have 2 vacancies. The Department has had successful lateral Officer hire with the current incentives.

Historically, 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 has been increased as a result of a 2019 salary survey, as well as subsequent additional cost of living increases recently approved. However, the market remains tight. To supplement that initiative and to target experienced lateral candidates, we recommend a limited term enhanced recruitment incentive program to run through June 30, 2024.

The Town has also 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 plans to begin the process of staffing the Public Safety Dispatcher (PSD) function, so the recommendation is to also back incentives for those positions which are also extremely difficult to recruit.

The following lists our current temporary incentives in place along with additional recommended improvement incentives and adding PSD back into the program:

**PSD Referral Bonus (PROPOSED):**

**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 (CURRENT): NO CHANGE PROPOSED**

**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 (PROPOSED):**

- **\$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 (CURRENT):** See below proposed change.

- **\$5,000 - Entry Level Police Officer**
- **\$20,000 Lateral Police Officer (\$10,00 at time of hire. \$10,00 at successful completion of probationary period.)**

**Police Officer Applicant Sign-on Bonus (PROPOSED):**

- **\$5,000 - Police Officer - 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). The \$40,000 Lateral Police Officer sign-on bonus is offered while Measure V funds are designated and available and to supplement the current \$20,000 sign-on bonus, up to \$40,000 for FY22/23.**

**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. **NO CHANGE PROPOSED**

**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. **NO CHANGE PROPOSED**

**Three Year Commitment:** Included in the conditional job offer will be language that the applicant agrees to a commitment of three years. **NO CHANGE PROPOSED**

Definitions for this incentive program: Entry level 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 applicant is defined as having previous or current sworn police officer or non-sworn dispatcher 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 18 months experience in PSD. Lateral Public Safety Dispatcher is defined as someone with more than 18 months experience as PSD.

**Discussion:**

The Paradise Police Department experienced unprecedented turnover in the months after the Camp Fire that will requires a continued competitive stance in the market to effectively attract and retain talent in the current competitive environment for sworn police officers. 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 Police Department's budget has experienced some salary savings due to vacant positions. The Measure V committee has agreed to continue supporting Academy sponsorships and / or utilize the budgeted funds to increase the current incentive to the proposed amount. The Lateral Police Officer Sign-on Bonus in the amount of \$40,000 would be funded by way of \$20,000 General Fund plus \$20,000 Measure V, up to \$40,000 in FY22/23. A complete fiscal analysis of the Department's budgeted personnel is included in the budget packet, also brought forward at this same Council Meeting.





**MINUTES  
PARADISE TOWN COUNCIL  
SPECIAL MEETING – 10:00 AM – June 29, 2022**

**1. OPENING**

The Special meeting of the Paradise Town Council was called to order by Mayor Crowder at 10:01 a.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.

**COUNCIL MEMBERS PRESENT:** Greg Bolin (via Teams), Steve “Woody” Culleton, Rose Tryon and Steve Crowder, Mayor

**COUNCIL MEMBERS ABSENT:** Jody Jones

**STAFF PRESENT:** Town Manager Kevin Phillips, Town Clerk Dina Volenski, Town Attorney Scott E. Huber (via Teams), Town Treasurer/Finance Director Ross Gilb, Public Works Director/Town Engineer Marc Mattox, Recovery and Economic Development Director Colette Curtis, Community Development Director Tony Lindsey, Information Technology Director Luis Marquez, Building and Housing Manager Kate Anderson, Police Chief Eric Reinbold (via Teams), Police Lieutenant Cameron Kovacs (via Teams), Fire Chief Patrick Purvis, and Fire Chief Rick Manson.

**2. CONSENT CALENDAR**

**MOTION by Tryon, seconded by Crowder**, approved consent calendar items 2a and 2b. Roll call vote was unanimous with Jody Jones absent and not voting.

- 2a. Adopted Town Resolution No. 2022-42 “A Resolution of the Town Council of the Town of Paradise Authorizing Submittal of Application(s) for all CalRecycle Grants for Which the Town is Eligible.” (940-10-028)
- 2b. Adopted Resolution No. 2022-43, “A Resolution of the Town Council of the Town of Paradise Approving an Amendment to the Agreement for Professional Legal Services between the Town of Paradise and the Law Firm of Cole Huber LLP.” (510-20-302)

**3. COUNCIL CONSIDERATION**

- 3a. Chief Reinbold provided an overview of the proposed incentives for public safety recruitments.

**MOTION by Culleton, seconded by Crowder**, Authorized the Enhanced Public Safety Recruitment Incentives effective June 30, 2022, through June 30, 2024. (Council Member Tryon approved with the stipulation that a spreadsheet with the incentives for other jurisdictions would be forthcoming.) Roll call vote was unanimous with Jody Jones absent and not voting.

- 3b. Presentation and review of the 2022/2023 Town of Paradise proposed budget. This item is only a presentation; no action was requested. The budget will be formally adopted at the July 12, 2022 Regular Town Council meeting. The budget document may be viewed at:

<https://mccmeetings.blob.core.usgovcloudapi.net/para-pubu/MEET-Packet-28b8f72614044a379d7a93afcf5dd4e6.pdf>

Town Treasurer/Finance Director Ross Gilb presented an overview of the 2022/2023 fiscal year budget.

Presentations were also made by the following Departments:

Chief Reinbold presented an overview of the proposed Police Department budget.

Chief Manson presented an overview of the proposed Fire Department budget.

Public Works Director/Town Engineer Marc Mattox presented an overview of the proposed Public Works and Engineering Department budgets.

Recovery Economic Development Director presented an overview of the proposed Recovery and Economic Development Department budget

Community Development Director Tony Lindsey presented an overview of the proposed Community Development Department budget.

Building and Housing Manager Kate Anderson presented an overview of the proposed Building and Housing Department budget.

At 1:05 p.m. Mayor Crowder recessed the meeting for a five-minute break.

At 1:09 p.m. Mayor Crowder reconvened the meeting.

#### 4. **CLOSED SESSION**

- 4a. Pursuant to Government Code Section 54957.6, the Town Council will hold a closed session to meet with Kevin Phillips, Ross Gilb and Crystal Peters, its designated representatives, regarding labor relations between the Town of Paradise and the General Employees Unit.

The Town Council recessed into closed session at 1:16 p.m.

Town Council reconvened at 1:17 p.m.; Mayor Crowder announced no action was taken.

**MOTION by Bolin, seconded by Culleton**, adopted Resolution No. 2022-44, "A Resolution of the Town Council of the Town of Paradise Approving the Memorandum of Understanding Between the Town of Paradise and the General Employee Unit Relating to Employment Covering the Period from

July 1, 2022 to June 30, 2025. Roll call vote was unanimous with Jody Jones absent and not voting.

**5. ADJOURNMENT**

Mayor Crowder adjourned the Town Council meeting at 1:18 p.m.

Date approved: July 12, 2022

By:

\_\_\_\_\_/s/\_\_\_\_\_  
Steve Crowder, Mayor

Attest:

\_\_\_\_\_/s/\_\_\_\_\_  
Dina Volenski, CMC, Town Clerk