

Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Edgardo Garcia

SUBJECT: UPDATE: POLICE RECRUITING

DATE: February 8, 2017

Approved

D. D. S. y L

Date

2/8/17

INFORMATION

On October 20, 2016, the San José Police Department presented its semi-annual Police Department Recruitment Activity Report to the City Council's Public Safety, Finance, and Strategic Support Committee. In that memorandum, the Department committed to issue a memorandum related to post-November election recruiting efforts to the City Council.

On November 8, 2016, the voters of San José passed Measure F, San José's Alternative Pension Reform Act. This offers an opportunity for a fresh start for the San José Police Departments recruiting efforts.

Measure F is a negotiated settlement that was agreed upon by the city and all its labor unions. The ballot measure is estimated to realize savings to San José taxpayers of \$3 billion over the next 30 years and settle pension reform litigation which has impacted the City's ability to recruit and retain police officers and other city employees.

The City and the San Jose Police Officers' Association (POA) reached an agreement on November 9, 2016, for recruiting bonuses for current Police Officers who recruit a new Police Officer or lateral/rehired Officer. The bonus is a total of \$6,000 for referring a Police Recruit and \$7,500 for a lateral or rehired Officer.

The recruitment incentive program builds on recent increases/bonuses such as the 4% retention premium pay and an increase in bilingual pay achieved during the last round of negotiations with the POA. The current Memorandum of Agreement (MOA) between the City and the POA expired on December 31, 2016. On January 12, 2017, the City and the POA reached a Tentative Agreement for a successor MOA, including agreement on wages, benefits, and recruiting incentives.

On February 7, 2017, the City Council approved the Tentative Agreement reached with the POA.

The recruitment incentive program will become effective the first full pay period after Council approval.

Retaining existing officers is a critical component of the agreement. The new agreement includes a series of pay increases over the next 3.5 years that will make the San José Police Department more competitive with neighboring cities.

Pay increases are outlined in the table below.

| Pay Increases Under Tentative Agreement between City and POA | |
|---|--|
| Effective Date | Terms of Increase |
| January 2017 | \$5,000 one-time, non-pensionable lump sum retention bonus for current officers |
| July 2017 | 10% general wage increase |
| July 2018 | 3.25% general wage increase + 2.75% non-pensionable Crisis Intervention Training premium pay |
| July 2019 | 3% general wage increase + 1% increase to non-pensionable Crisis Intervention Training premium pay |

Upon implementation of the Framework and in the wake of the election and the passage of Measure F, the Police Department is implementing additional steps to recruit new officers and rebuild the Department's staffing capacity.

Critical to this effort is joint messaging by the San José Police Department and the POA around the benefits of working as a San José police officer, including opportunities for training, special assignments, and advancement. Key barriers that have been removed for new sworn recruits are:

- Retirement benefits for members of the Tier 2 pension plan have been improved to levels similar to those provided by other Bay Area agencies; and
- The pre-Measure B definition of disability has been reinstated.

The Department will be immediately reaching out to sworn and civilian employees who left in the past five years and making them aware of the positive changes in the SJPD. Measure F allows for employees who were in Tier 1 of the City's pension plan to return as Tier 1 Employees.

Sworn recruiting and civilian recruiting efforts will be collaborative, with targeted advertising, outreach, and messaging about the changes Measure F puts in place. For example, the website SJPD YOU (www.sjpdyou.com) markets opportunities for police officers, radio dispatchers, 911 call takers, community service officers, and police data specialists.

In addition, the Department will be implementing a targeted advertising campaign to recruit officers currently employed with other law enforcement agencies. Lateral transfers were commonplace in the past, but became almost non-existent in the past five years.

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The Department is launching new advertising through the Peace Officers Research Association of California's *PORAC Law Enforcement News* and *PoliceOne*, as well as increasing online job postings and advertisements.

Satellite recruiters are being trained about the changes in Measure F to ensure they are equipped to answer questions and get the word out to recruits.

In addition to the outreach and marketing efforts, the Department will be evaluating its internal hiring standards to ensure they are contemporary and in line with best practices.

The Department will continue to update the City Council about recruiting efforts through bimonthly verbal reports and semi-annual written reports to the Public Safety, Finance, and Strategic Support Committee.

/s/

EDGARDO GARCIA

Chief of Police

For questions, please contact Lieutenant Heather Randol, San José Police Department, at (408) 277-4322.