

Council Agenda Report

Date: January 13, 2019

Prepared By: Lisa Jones, Executive Assistant

Submitted by: Chief Mark Lewis

Revised and Submitted by: Patrick Comiskey

Subject: Police Officer Sign-On Bonus

Recommendation: That Council authorize the police chief to offer a hiring bonus to police officer applicants who are currently certified. The authorization will be to provide a bonus up to \$5,000 paid out in two payments with the first pay and on the first pay of the beginning of year two. The bonus will be tied to a contract stating that if the officer leaves within the first two-years of the start date the officer will have to pay the whole amount back.

Discussion: Cambridge pays to train a non-certified police officer candidate for half a year while he/she goes to the police academy. A certified officer starts work the day she/he is hired. Other cities in our region are offering hiring bonuses for certified officers so we feel we need to also.

Fiscal Impact: The city will expend additional funds up front for the bonus and associated payroll taxes. However, the city will potentially save on the cost of training a new hire.

Approved: Patrick Comiskey