

SAN DIEGO POLICE DEPARTMENT ORDER

DATE/TIME: JANUARY 3, 2019 – 1515 HOURS

NUMBER: OR 19-02

SUBJECT: LATERAL AND RECRUITMENT INCENTIVE PROGRAMS

COST CENTER: 1914161312

SCOPE: ALL MEMBERS OF THE DEPARTMENT

DEPARTMENT PROCEDURE AFFECTED: 5.15

Effective January 1, 2019 new incentive programs will commence for Lateral Police Officer II's and for sworn Department members who recruit new officers. These incentive programs were agreed upon by the City of San Diego and the San Diego Police Officers Association (POA), and ratified by the City Council.

Department Procedure 5.15 currently grants Discretionary Leave for all employees (with some exempt parties) for the recruitment of police officers, dispatchers and volunteers. This Department Order and the following procedures only affect sworn Department members recruiting other police officers.

Incentives for Department members who recruit prospective lateral applicants:

- Police Recruit/POI/non-CA lateral POII:
 - \$1,000 upon hire of the applicant
 - \$1,000 upon new employee's successful completion of the San Diego Regional Public Safety Training Institute (San Diego Police Academy)
 - \$1,000 upon new employee's successful completion of FTO Training

- CA Police Officer II – Lateral:
 - \$1,000 upon date of hire
 - \$1,000 upon successful completion of FTO Training
 - \$2,000 one year following the new employee's successful completion of FTO Training

- Bonuses for lateral POIIs who are recruited and go directly into field training:
 - \$5,000 upon date of hire
 - \$5,000 upon completion of FTO Training
 - \$5,000 one year following the new employee's successful completion of FTO Training

For a Department member to receive credit for recruiting a police officer or lateral, the applicant must provide the name of the Department member who recruited them on their Preliminary Investigative Questionnaire (PIQ). The applicant will only be allowed to write one name. **THIS IS THE ONLY MEANS BY WHICH THE NAME WILL BE TRACKED AND INITIATED FOR THIS PROGRAM.** The current Recruiting Incentive Program link on the Department's intranet will remain live for the programs for which Discretionary Leave will still be granted.

The Recruiting Incentive Program does not apply for the recruitment of former SDPD officers who return to the Department as Reserve Officers or Provisional Employees.

Reinstated employees must have at least 6 months of separation from City employment to qualify for the lateral bonus. Sworn Department members will still be eligible for the incentive award as long as the reinstated employee has at least 90 days of separation from City employment.

If an applicant fails to complete the initial Backgrounds process, the incentive eligibility will expire. If the applicant applies to the Department at a later date (more than one year from the dismissal), the applicant must list the recruiter's name on their new PIQ.

Personnel assigned to the Backgrounds & Recruiting Unit and personnel assigned to the Regional Academy are not eligible to receive the recruiting incentive award during their tenure in the assignment and for six months thereafter.

In the event of any dispute that occurs during the implementation of this program, the Assistant Chief of Training and Employee Development, or his/her designee, will hear and determine the final resolution.

Department Procedure 5.15 will be amended to reflect these changes.

Please read at squad conferences and give a copy to all personnel.