

**SAN DIEGO POLICE DEPARTMENT
ORDER**

DATE/TIME: JULY 31, 2020 1515 HOURS
NUMBER: OR 20-28
SUBJECT: RECRUITING INCENTIVE PROGRAM
COST CENTER: 1914161312
SCOPE: ALL MEMBERS OF THE DEPARTMENT
DEPARTMENT PROCEDURE AFFECTED: DP 5.15

Effective July 1, 2020, the monetary awards for the Recruiting Incentive Program have been replaced by Discretionary Leave awards.

Whereas sworn personnel from the rank of Officer to Captain were eligible to receive up to \$3,000 for a recruit, POI or out-of-state POII referral, or up to \$4,000 for a California POII referral, sworn personnel from the rank of Officer to Captain will now be eligible to receive up to three Discretionary Days off. The disbursement of the awards will mirror the previous monetary program:

Recruit, POI or Out of State POII:

1 DL day upon date of hire
1 DL day upon academy graduation
1 DL day upon completion of field training

CA POII Lateral:

1 DL day upon date of hire
1 DL day upon completion of field training
1 DL day one year from completion of field training

As a reminder, in order to be eligible for the Recruiting Incentive Program, the candidates themselves must list the referrer on their Preliminary Investigative Questionnaire at the time it is initially completed.

In addition to the Recruiting Incentive Program, the CA Police Officer II signing bonus has also been changed from a monetary award to Discretionary Leave. The disbursement of the awards will mirror the previous monetary program:

CA POII Lateral:

1 DL day upon date of hire
1 DL day upon completion of field training
1 DL day one year from completion of field training

This Department Order does not affect procedures already in place for non-sworn personnel who refer recruits/officers, or any Department personnel who refer dispatchers or volunteers.

Department Procedure 5.15 will be updated to reflect these changes.

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