

## Lateral Emergency Services Dispatcher II/III Hire Incentives

The City of Fresno is currently offering a hiring incentive for Lateral Emergency Services Dispatcher II's and III's! Payments are subject to the terms outlined in FCEA's MOU.

### **Lateral Emergency Services Dispatcher II's and III's may receive up to \$4,000!**

- To be eligible for the below hiring incentives, a qualified lateral Emergency Services Dispatcher ("ESD") II/III candidate ("Eligible Lateral Hire") must, at the time of filing the employment application, have been employed for at least two consecutive (2) years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department. Lateral ESD hires with prior full-time Fresno Police Department experience are not eligible under the terms of this Agreement unless they have a minimum of two years separation from the Fresno Police Department as a permanent full-time ESD and have met the requirements described above for Eligible Lateral Hires, in which case they will be deemed an Eligible Lateral Hire for purposes of this hiring incentive plan.
- Upon hire, an Eligible Lateral Hire will be provided with forty (40) hours of vacation time into their vacation leave bank and forty (40) hours of sick leave time into their sick leave bank, to be used as outlined in the FCEA MOU and City policy. The 40 hours of vacation and sick leave provided at the time of hire are immediately available for use.
- Upon hire and commencement of work as an ESD II or III with the Fresno Police Department, an Eligible Lateral Hire from another law enforcement agency will receive a one thousand dollar (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the ESD training program, as determined by Police Administration, the Eligible Lateral Hire will receive one thousand dollars (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the probationary period as an ESD II or III, the Eligible Lateral Hire will receive a one thousand dollar (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of an additional twelve months of City service following the successful completion of the probation period, the Eligible Lateral Hire will receive a one thousand dollar (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Eligible Lateral Hires will be hired at no less than "C" Step of the ESD II or III salary range.

For more details: <https://www.fresno.gov/personnel/wp-content/uploads/sites/12/2022/04/City-and-FCEA-MOU.pdf>