



Police Officer Lateral and Police Officer Recruit Hire Incentive

The City of Fresno is currently offering a hiring incentive for Police Officer Lateral and Police Officer Recruits! Payments are subject to the terms outlined in FPOA's MOU.

Lateral Officers may receive up to \$15,000!

- To be eligible for the below hiring incentives, a qualified lateral police officer candidate ("Eligible Lateral Hire") must, at the time of filing the employment application satisfy all minimum qualifications for Lateral set forth in the Police Officer Job Specification. Lateral officer 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 of separation from the Fresno Police Department as a full-time peace officer and have met the minimum qualifications of lateral in the Police Officer Job Specification, 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 Leave 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 Basic Unit MOU. The forty (40) hours of Vacation Leave and forty (40) hours of Sick Leave provided at the time of hire are immediately available for use, consistent with Police Department policies regarding the usage of Vacation and/or Sick Leave.
- Any employee who served as a peace officer with other agencies with no break in service immediately prior to employment with the City of Fresno will be credited with years of sworn service equivalent to the years served as a peace officer at any preceding agency solely for the purpose of determining vacation accruals on a prospective basis after certification of the prior years of sworn service. Any period of thirty (30) calendar days or less when moving between agencies will not be considered a break in service. Employees requesting credit of their years of sworn service shall submit their P.O.S.T. Profile Report to the Fresno Police Department Fiscal Affairs Bureau.
- Upon hire and commencement of work as a Police Officer with the City of Fresno, an Eligible Lateral Hire from another law enforcement agency will receive a three thousand seven hundred fifty dollars (\$3,750) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the field training program, as determined by Police Administration, the Eligible Lateral Hire will receive three thousand seven hundred fifty dollars (\$3,750) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the probationary period as a Police Officer, the Eligible Lateral Hire will receive a three thousand seven hundred fifty dollars

(\$3,750) 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 three thousand seven hundred fifty dollars (\$3,750) hiring incentive payment. This incentive is not compensable for retirement purposes.
- The City retains the right and exclusive authority to offer step placement above the entry level step of the Police Officer salary range based on the Eligible Lateral Hire's qualifications and other factors. The salary range placement shall be included in the conditional employment offer letter provided to the lateral officer.

Police Officer Recruits may receive up to \$5,000!

- Upon appointment and commencement of work, a Police Officer Recruit will receive a two thousand, five hundred dollars (\$2,500) hiring incentive payment. This incentive is not compensable for retirement purposes. Police Officer Recruits may only receive the hiring incentive payment under this provision one time, upon the initial appointment as a Police Officer Recruit.
- Upon successful completion of the field training program, as determined by Police Administration, the Police Officer Recruit will receive a two thousand, five hundred dollars (\$2,500) hiring incentive payment. This incentive is not compensable for retirement purposes. To be eligible to receive the hiring incentive payment under this provision, the Police Officer Recruit must complete the field training program within eighteen (18) months of the initial appointment as a Police Officer Recruit.
- Police Cadets who are attending the Police Academy and are sponsored by the Fresno Police Department at the commencement of the Academy under the Police Academy Sponsorship Program are not eligible to receive the Police Officer Recruit Hire Incentive upon appointment as a Police Officer Recruit.

For more details: <https://www.fresno.gov/personnel/wp-content/uploads/sites/12/2022/05/City-of-Fresno-and-FPOA-Basic-Unit-4-MOU.pdf>