

RESOLUTION NO. 3199

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, TO AUTHORIZE A \$25,000 HIRING BONUS FOR LATERAL POLICE OFFICERS IN 2024.

WHEREAS, The Bonney Lake Police Department has 4 current police officer vacancies; and

WHEREAS, The Bonney Lake Police Department has identified Lateral Hire Police Officers can be on patrol 9 months sooner than entry level police officers, creating lower response times to citizen calls, increase crime deterrence with additional patrols, and increase safety to Bonney Lake Police Officers from available back up units; and


WHEREAS, the current police department budget will support this program without requesting supplemental funds; and

WHEREAS, authorizing a hiring bonus in 2024 resulting in the hiring of 4 lateral police officers will save the city the equivalent of \$360,000;

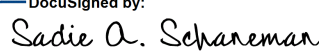
NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The Bonney Lake Police Chief is authorized to use existing salary and benefit savings to implement a \$25,000 lateral hiring bonus for lateral police officers in 2024.

PASSED by the City Council this 27th day of February 2024.

DocuSigned by:

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Michael McCullough, Mayor

AUTHENTICATED:

DocuSigned by:

075A06C62D704C6...
Sadie A. Schaneman, CMC, City Clerk

| | | Average Monthly | | |
|---|-----------------------------|--------------------------|--------------------------------------|---------------------|
| Month | Vacant Police Officer FTE's | Salary with Benefits | Salary Savings | |
| January 2024 | 4 | \$10,000 | \$40,000 | |
| February 2024 | 4 | \$10,000 | \$40,000 | |
| March 2024 | 2 | \$10,000 | \$20,000 | |
| April 2024 | 4 | \$10,000 | \$40,000 | |
| Total Salary/Benefits Savings | | | \$140,000 | |
| Total FTE Cost Savings Expected | | | | |
| Lateral Bonus | 4 | \$25,000 | \$100,000 | |
| Adjusted Salary/Benefit Savings After Lateral Bonus | | | \$40,000 | |
| Hiring Classification | # of New Hires | Months in Training Cycle | Average Monthly Salary with Benefits | Training Cycle Cost |
| Entry Level | 1 | 12 | \$10,000 | \$120,000 |
| Lateral | 1 | 3 | \$10,000 | \$30,000 |
| Training Cycle Equivalent Savings Per Lateral Hire | | | | \$90,000 |
| Training Cycle Equivalent Savings for 4 Lateral Hires | | | 4 @ \$90,000 | \$360,000 |

City of Bonney Lake, Washington
City Council Agenda Bill (AB)

| | | |
|---|---|---------------------------------------|
| Department/Staff Contact: PD/Mark Berry | Meeting/Workshop Date: February 27, 2024 | Agenda Bill Number: AB24-18 |
| Agenda Item Type: Resolution | Ordinance/Resolution/ Motion Number: 3199 | Sponsor: |

Agenda Subject: Lateral Bonus Program.

Full Title/Motion: A Resolution Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, To Authorize a \$25,000 Hiring Bonus for Lateral Police Officers in 2024.

Administrative Recommendation: Approve.

Background Summary: Law Enforcement Agencies Throughout The Region Are Offering Lateral Hiring Bonuses For Lateral Candidates. This Will Bring BLPD Into Market Competition. A Lateral Hire Will Be Able To Work As A Solo Officer In 3 Months vs 12 Months. This Is An Equivalent Salary Savings Of \$360,000.

Attachments: Salary/Cost Savings Spreadsheet.

BUDGET INFORMATION

| | | | | |
|----------------------|------------------------|--|-----------------------|------------------------------------|
| Budget Amount | Current Balance | Required Expenditure \$100,000 | Budget Balance | Fund Source |
| | | | | <input type="checkbox"/> General |
| | | | | <input type="checkbox"/> Utilities |
| | | | | <input type="checkbox"/> Other |

Budget Explanation: There is a current overage of approximately \$140,000 in salary and benefit savings from vacant FTE's in the Police Department budget. A portion of these existing funds would be used to pay up to 4 lateral hiring bonuses in 2024.

COMMITTEE, BOARD & COMMISSION REVIEW

| | | | |
|----------------------------------|--|-------------------------------------|--------------------------|
| Council Committee Review: | <i>Approvals:</i> | Yes | No |
| Date: 13 February 2024 | Chair/Councilmember Angela Baldwin | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| | Councilmember Dan Roach | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| | Councilmember Kerri Hubler | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Forward to: Full Council | Consent <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| | Agenda: | | |
| Commission/Board Review: | | | |
| Hearing Examiner Review: | | | |

COUNCIL ACTION

| | |
|----------------------------|-------------------------|
| Workshop Date(s): | Public Hearing Date(s): |
| Meeting Date(s): 2/27/2024 | Tabled to Date: |

APPROVALS

| | | |
|--------------------------------|-------------------------------------|---|
| Director: Mark Berry | Mayor: Michael McCullough | Date Reviewed by City Attorney: (if applicable) |
|--------------------------------|-------------------------------------|---|