



## Colonial Heights City Council Meeting Agenda Item Executive Summary

### City Council Meeting

**MEETING TYPE:** City Council Regular Meeting

**MEETING DATE:** January 11, 2022

**ITEM:** AN ORDINANCE NO. 21-27

**DEPARTMENT:** City Manager/Police Department

**PROPOSED ACTION:** (Second Reading) Awarding a \$500 bonus to each full-time sworn employee in the Police Department and awarding to certain police officers signing bonuses of \$1,500 and referral bonuses of \$1,000.

**BACKGROUND:** At the December 14<sup>th</sup>, 2021 City Council meeting, Council unanimously voted to approve Ordinance No. 21-27 on first reading. The City previously received \$36,130 in state funding from the Department of Criminal Justice Services for recruitment and retention of police department sworn personnel. The City Manager and the Police Chief propose awarding a \$500 bonus to all full-time sworn personnel in the Police Department (approximate cost: \$24,000 before FICA).

For the remaining funds, the City Manager and Police Chief propose the following:

- Award a \$1,500 signing bonus for incoming certified police officers
- Award a \$1,000 referral bonus to existing officers (to be paid in installments) when referring a new officer who is hired by the department.

For the signing bonus and referral bonus programs above, staff proposes to continue these programs indefinitely (including after the state funds are utilized, as long as funding is available within the Police Department's approved budget).

#### **BUDGET/FINANCIAL IMPACT:**

**Funding for this item was:**  included  not included in the current-year budget  N/A

Funding is being appropriated through Ordinance No. 21-FIN-16 which was also approved on first reading at the December 14<sup>th</sup>, 2021 meeting and is being presented again during this January 11<sup>th</sup>, 2022 meeting for second reading.

**RECOMMENDATION:** The City Manager recommends approval of Ordinance No. 21-27.

**ATTACHMENTS:** Ordinance No. 21-27.

- Staff will be making a detailed presentation on this agenda item at the meeting.
- Staff will provide brief comments and answer questions on this item at the meeting.
- This is a routine procedural item and no presentation is planned for the meeting.

*Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.*