




Memorandum

TO: MAYOR LICCARDO

FROM: Councilmember Dev Davis

SUBJECT: BUDGET DOCUMENT

DATE: 5/25/2022

Approved  Date 5/25/2022

RECOMMENDATION

That the following recommendation be enacted.

Proposal

Program/Project Title: Police Department Lateral Transfer Incentive Program (Hiring Bonus)

Amount of City Funding Required: \$150,000.00

This change is:

One-time Ongoing

Cost Estimate Number (if applicable): \$150,000.00

Proposal Description, including the reason for the need and anticipated outcomes (Please describe how the proposal will affect services for San José residents, community groups, businesses, etc.):

Pilot a program for hiring incentives of \$10,000.00 each for lateral sworn officer transfers into the Police Department. Because lateral transfers are quickly street ready, this program could attract more sworn officers that help bring experience and additional potential leadership to the police department. This cost is much lower than the investment of new recruits.

Funding Source

X Essential Services Reserve:

Other (Please specify program/project/fund):

Department or Organization Contact

Please list the contact information for the individual that certified cost estimates contained within your recommendation:

Name and Title: Lisa Perez

Department or Organization: SJPD

Phone Number:

Email: lisa.perez@sanjoseca.gov