



390 Towne Centre Drive, Lathrop, CA 95330
Phone (209) 941-7220 – Fax (209) 941-7229
www.ci.lathrop.ca.us

**City of Lathrop Police Department
Recruitment Incentive Plan
Approved by Resolution No. 23-5245**

Recruitment Incentives: Applies to recruitment efforts for all sworn positions. This Recruitment Incentive Plan will allow the City to offer recruitment incentives at the discretion of the City Manager to be implemented as necessary based on the need to offer such incentives

Vacation

Vacation accrual hours shall include years of service at the agency the employee was employed with as a sworn officer prior to being hired by the City. The accrual hours will be in accordance with the years of service referenced in the Personnel Rules and Regulations. Additionally, newly hired sworn personnel will be provided an initial vacation bank of 40 hours upon hire.

Sick Leave

Sworn employees hired will be provided an initial sick leave bank of 40 hours upon hire.

Deferred Compensation

Laterals exiting a 3% @ 50 pension plan or 3% @ 55 pension plan, or were members of a Public Agency Retirement system prior to January 1, 2013 (Pre-PEPRA) the City will offer the following deferred compensation contribution on an annual basis. Contribution will be prorated and paid bi-weekly:

- Chief: \$5,000 (\$192.31 per pay period)
- Commander: \$4,000 (\$153.85 per pay period)
- Lieutenant: \$3,500 (\$134.62 per pay period)
- Sergeant and Lateral Officer: \$3,000 (\$115.39 per pay period)

Signing Bonus

Sworn personnel hired will receive a cash bonus of \$5,000 upon hire.