

RESOLUTION NO. 24-5469

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP TO ESTABLISH A LOCAL HOUSING ASSISTANCE PROGRAM FOR SWORN CITY OF LATHROP POLICE DEPARTMENT AND SWORN LATHROP STATIONED LATHROP-MANTECA FIRE DISTRICT (LMFD) EMPLOYEES AND ASSOCIATED BUDGET AMENDMENT

WHEREAS, on January 8, 2024 the City Council received a referral to discuss the potential of the City offering a Local Housing Assistance Program for sworn, City of Lathrop Police Department staff and Lathrop stationed Lathrop-Manteca Fire District (LMFD) sworn staff; and

WHEREAS, staff was made aware of educational sessions that were held at the National League of Cities, where a reoccurring theme emerged of incentives to retain sworn staffing. Local Housing Assistance Programs were one of the retention strategies that has had success in other communities of similar size to Lathrop; and

WHEREAS, attracting, hiring and retaining experienced public safety professionals is an effective utilization of City funds and department training resources. LMFD has invested significantly in Advanced Life Support (paramedic) training for employees, however retaining them once trained has become increasingly difficult; and

WHEREAS, staff is recommending that if a Local Housing Assistance Program is offered it could ease the financial burden on sworn staff to take up residency in the City of Lathrop. Additionally, the program would reduce turnover and therefore reduce the cost of recruitment and training new staff due to turnover; and

WHEREAS, the program would encourage public safety staff to live within the City with a forgivable maximum 10-year loan of up to \$10,000. These funds would be provided to help with the purchase of a new home, in turn the City would then forgive 10% of the original loan amount for each 12-month period of the beneficiary's full-time service to the City of Lathrop or LMFD for ten years; and

WHEREAS, to qualify and receive a Local Housing Assistance Program incentive loan through the City of Lathrop, applicants must meet the following requirements:

1. The Local Housing Assistance Program applicant must be currently employed as a sworn member of the City of Lathrop Police Department staff or be a City of Lathrop stationed Lathrop-Manteca Fire District (LMFD) sworn staff.
2. The incentive loan would be used to assist the qualifying employee to acquire a primary residence in Lathrop city limits.
3. The loan amount of up to \$10,000 would be written off at the rate of ten per cent (10%) per year as long as the sworn staff maintains primary occupancy of the residence and remains employed full-time by the City of Lathrop Police Department or LMFD

4. The loan shall be immediately due and payable upon any of the following events occurring earlier than ten (10) years from the date of the loan:
 - a. Sworn staff no longer is employed or is released from employment by the City of Lathrop Police Department or LMFD.
 - b. The qualifying employee no longer maintains the subject property as their residence or the title is changed so that title is not in their name at least as to 50%.
5. Qualifying employee understands that there will be tax consequences arising for the forgiveness of this incentive loan and has been instructed by City to obtain tax advice in that regard.
6. Qualifying employee understands and agrees that the City will require this loan to be secured by a trust deed on the subject residence, but that this loan is not purchase money loan subject to provisions of 580b of the California Code of Civil Procedure.
7. This program would not be retroactive and would not apply to staff who already own a primary residence within the City of Lathrop city limits.
8. Funding is limited and will be based on annual appropriation limits set by City Council. Applications will be processed in the order that they are received and funds dispersed contingent upon funding availability on a first-come, first served basis; and

WHEREAS, staff recommends that the City Council consider the proposed program details with the purpose of the program being to attract, hire and retain experienced public safety staff for the residents and community of the City of Lathrop.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lathrop discussed the matter and hereby approves option # 2, to establish a Local Housing Assistance Program for sworn City of Lathrop Police Department and sworn Lathrop stationed Lathrop-Manteca Fire District (LMFD) employees and associated budget amendment; and

BE IT FURTHER RESOLVED, that the City Council of the City of Lathrop approves the corresponding budget amendment based on the selected option:

Option #	Budget Amendment	Fund Account
1	\$30,000	1060-19-10-420-16-00
2	\$40,000	
3	\$Other	

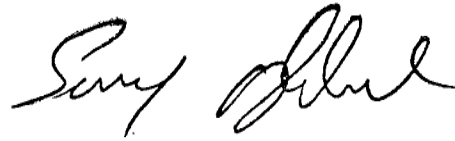
The foregoing resolution was passed and adopted this 12th day of February 2024, by the following vote of the City Council, to wit:

AYES: Akinjo, Diallo, Lazard, Torres-O'Callaghan, and Dhaliwal

NOES: None

ABSENT: None

ABSTAIN: None



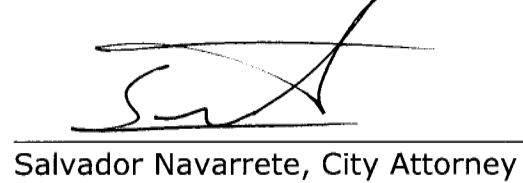
Sonny Dhaliwal, Mayor

ATTEST:



Teresa Vargas, City Clerk

APPROVED AS TO FORM:



Salvador Navarrete, City Attorney