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480-2022

Ordinance

Authorize Portland Police Bureau to offer hiring bonuses to Public Safety Support Specialists and Lateral Police Officers in amount not to exceed \$500,000

Referred (Archived)

The City of Portland ordains:

Section 1. The Council finds:

1. The Police Bureau (PPB)'s labor agreement with the Portland Police Association provides, through Article 65 "Recruitment and Retention Incentives," for incentives to hire and retain new police officers, but does not provide incentives to hire and retain Public Safety Support Specialists (PS3s) or lateral officers;
2. PS3s are responsible for providing support to sworn police officers in non-emergency, non-priority situations and assisting sworn personnel in community outreach with the public. Their ability to respond to lower priority calls is a crucial asset in the bureau for maintaining community safety and helping address livability concerns with limited officer resources;
3. PPB will provide qualified PS3 candidates a bonus of between \$3,000 and \$5,000 for hiring on with PPB. The PS3 hiring bonus will be offered for only qualifying applicants who apply and successfully pass the hiring process, including background checks, and receive an offer of employment;
4. A lateral police officer, for PPB's purposes, is a certified police officer with a minimum of three (3) years of continuous service, exercising police powers at a city, county or state police agency responsible for 911 calls. Lateral officers also must have a state certification recognized by the Oregon Department of Public Safety Standards and Training (DPSST);
5. Lateral police officers offer the Bureau more experience and need less training than newly-sworn police officers. PPB is proposing a lateral police officer hiring bonus to attract certified police officers to apply for employment as a police officer with the Portland Police Bureau;
6. PPB will provide qualified lateral police officer candidates a bonus of up to \$25,000 for transferring to PPB. The lateral police officer hiring bonus will be offered for only qualifying applicants who apply and successfully pass the hiring process, including background checks, and receive an offer of employment. The applicants must receive the money no later than September 27, 2022; and
7. The PPB has sufficient funding in its on-going budget appropriations to accommodate the lateral police officer hiring bonus program.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Community Safety Division](#); [Police](#)

Contact

Kathryn Linzey

PPB Procurement Analyst

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Requested Agenda Type

Regular

NOW, THEREFORE, the Council directs:

- A. The Portland Police Bureau is authorized to pay hiring incentive bonuses up to a total amount of \$500,000 to qualified Public Safety Support Specialist and lateral police officer candidates who receive offers of employment, provided that a procedure is put in place that allows for a structured, time-bound payout and the ability for the City to recover funds if the candidate does not meet the criteria set out for qualification and further provided that Portland Police Bureau reaches a Letter of Agreement with Portland Police Association regarding the lateral hiring incentive bonuses.
- B. Hiring incentive bonuses for certain classes must be paid no later than September 27, 2022.
- C. The Portland Police Bureau is authorized to enter into a Letter of Agreement with the Portland Police Association to amend the parties' Collective Bargaining Agreement to reflect the PS3 and lateral hiring incentive bonuses set forth in this Ordinance.

Impact Statement

Purpose of Proposed Legislation and Background Information

The Police Bureau (PPB) has been facing a major police officer staffing shortage for over half a decade. In an attempt to entice qualified talent to join our agency, the police bureau has, with Council support, coordinated an effort to recruit Public Safety Support Specialists (PS3s) and new lateral police officers to the City of Portland's Police Bureau.

PPB's most recent labor agreement with the Portland Police Association provides, through Article 65 "Recruitment and Retention Incentives," for incentives to hire and retain new police officers, but does not provide incentives to hire and retain PS3s or lateral officers.

PS3s provide support to sworn police officers in non-emergency, non-priority situations and assist sworn personnel in community outreach with the public. The PS3s are distinguished from Police Officers in that they serve in a non-sworn and non-certified police support function. The main goals of the PS3 program are to enhance community engagement opportunities and reduce the number of armed police officers responding to lower priority calls for service. They are a crucial asset for the bureau in maintaining community safety and helping address livability concerns with limited officer resources

A lateral police officer, for PPB's purposes, is a certified police officer with a minimum of three (3) years of continuous service, exercising police powers at a city, county or state police agency responsible for 911 calls. Lateral officers must have a state certification recognized by the Oregon Department of Public Safety Standards and Training (DPSST). The three years of service must be current, full time, unbroken and continuous with no more than a two-year break in service before their PPB hire date.

Laterally hired sworn members offer the Bureau more experience and need less training than newly-sworn police officers. This means less time and expense are needed to ready the officer for full-time patrol duties, and provides more flexibility to the Bureau for assignment purposes.

PPB is proposing a PS3 and lateral police officer hiring bonus to attract qualified applicants to apply for and accept employment with the Portland Police Bureau. PPB will provide the qualified PS3s with bonuses between \$3,000 and \$5,000, and lateral police officer candidates a bonus of up to \$25,000 for transferring to PPB.

These qualifying applicants must successfully pass through the hiring process, including background checks, and receive an offer of employment. The lateral police officer applicants must receive their money no later than September 27, 2022. The Bureau will require a signed agreement with the applicant covering the disbursement of the signing bonus that must be executed prior to disbursement.

PPB will also be entering into negotiations for a Letter of Agreement with the Portland Police Association (PPA) to amend their Collective Bargaining Agreement to reflect the PS3 and lateral hiring incentive bonuses and award structures.

Financial and Budgetary Impacts

The PPB has sufficient funding in its on-going budget appropriations to accommodate the PS3 and lateral police officer hiring bonus program.

Community Impacts and Community Involvement

Having more robust staffing allows PPB options and flexibility to complete its mission of reducing crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment.

100% Renewable Goal

Not applicable.

Budget Office Financial Impact Analysis

This legislation authorizes the Portland Police Bureau to provide bonuses to incentivize hiring for Public Safety Support Specialists (PS3s) with bonuses between \$3,000 and \$5,000, and to lateral police officer candidates with up to \$25,000 for transferring to the Portland Police Bureau. The FY 2022-23 Approved Budget includes \$1.6 million for the bureau to expand the bureau's investigation capacity which includes \$500,000 for PS3 and lateral police officer hiring incentives. The ordinance stipulates that hiring incentive bonuses must be paid no later than September 27, 2022. Additionally, the ordinance states that the Police Bureau reach a Letter of Agreement with the Portland Police Association on lateral hiring incentive bonuses that identifies a time-bound payout and the ability for the City to recover funds if the candidate does not meet the criteria set out for qualification.

Agenda Items

449 Regular Agenda in [May 25-26, 2022 Council Agenda](#)

Passed to second reading

Passed to second reading June 1, 2022 at 9:30 a.m.

480 Regular Agenda in [June 1-2, 2022 Council Agenda](#)

Referred to Commissioner of Finance and Administration

From: [Portland Copwatch](#)
To: [Commissioner Hardesty](#); [Wheeler, Mayor](#); [Commissioner Ryan Office](#); [Commissioner Rubio](#); [Commissioner Mapps](#)
Cc: [Bradley, Derek](#); [Carney, Shannon](#); [Gadberry, Liz](#); [Lujan Valerio, Rico](#); [Howard, Stephanie](#)
Subject: Testimony on item 449/480, bonuses for lateral police hires
Date: Friday, May 27, 2022 2:13:08 PM

Mayor Wheeler and Commissioners Hardesty, Mapps, Rubio, and Ryan

We testified at Council on Wednesday about item 449, which authorizes the Police Bureau to move around its existing funds in order to accelerate hiring officers with Oregon certification to fill empty positions.

Our chief concern is that the \$25,000 bonus for lateral police officer candidates does not come with a requirement for these employees coming into the Portland Police Bureau to make a long-term commitment. We urged you in testimony and repeat here that officers hired this way be required to stay with the Bureau for at least 5 years.

We do not want to see a situation where people take the cash, sign up for a few months' work, and then leave again, essentially "gaming the system."

The City should ensure the officers will give the money back if they leave the Bureau in less than five years, whether because they quit, are unable to finish their work, or get fired for cause. If such a plan were added to the current ordinance, we would be less concerned about whether the police will meet their goal of filling the empty spots. Our overarching concern is that every dollar spent on an armed officer is money that could be spent instead on alternatives to the current public safety paradigm.

Thank you

Dan Handelman, Marc Poris and other members of
Portland Copwatch

From: [Deborah Wallace](#)
To: [Council Clerk – Testimony](#)
Subject: RE: \$25,000 Bonus to Join Portland Police Bureau
Date: Saturday, May 28, 2022 5:11:35 PM

I'm writing out of concern regarding the concept of paying \$25,000 to officers from other agencies to join the Portland Police Bureau.

The agreement to pay \$25,000 must, at a minimum, stipulate a minimum length of employment at PPB in order to retain the full hiring bonus. This is a standard employment practice in relation to up-front hiring bonuses, and I urge you to guard against taxpayer dollars being thrown away. If new-hires are eligible to keep the \$25,000 bonus even if they quit PPB in a matter of weeks or months.

Thank you for considering my comments.

Debbie Wallace
6123 NE 34th Ave
Portland OR 97211

From: [veronica poklemba](#)
To: [Council Clerk – Testimony](#)
Subject: \$25,000 provided to police officers for lateral transfers
Date: Sunday, May 29, 2022 7:31:25 AM

Hello,

It seems like there should be a required amount of time for the officer to remain on the Portland Police force, included in this policy. I'm hoping this was just an oversight and will be fixed. Also, perhaps half of the money when individuals transfer to the Portland Police, and the other half after a certain period of time such as 2 years. Unfortunately some individuals look for loopholes for their own gain, and this appears to be one.

Thank you,

Veronica Poklemba
Portland, OR. 97206

City Council Meeting - Wednesday May 25, 2022 9:30 a.m.

Agenda No.	First Name	Last Name
449.1	Marc	Poris