



City of Longview

1525 Broadway
Longview, WA 98632
www.ci.longview.wa.us

City Council

*Mayor MaryAlice Wallis
Mayor Pro Tem Michael Wallin
Council Member Ruth Kendall
Council Member Chet Makinster
Council Member Steve Moon
Council Member Christine Schott
Council Member Hillary Strobel*

Thursday, February 25, 2021

6:00 PM

Virtual Meeting

NOTICE IS HEREBY GIVEN, in accordance with RCW Chapter 42.30, that the City Council of the City of Longview, Washington, will conduct a virtual Zoom meeting on Thursday, February 25th, at 6:00 p.m.

For information about Zoom accessibility, please contact the City Clerk's Office at 360-442-5041.

Please click the link below to join the meeting:

<https://us02web.zoom.us/j/84801053419>

Telephone options (you may need to try more than one number if you receive a busy signal):

Dial any of the following numbers:

1-253-215-8782
1-669-900-6833
1-346-248-7799
1-408-638-0968
1-646-876-9923
1-301-715-8592
1-312-626-6799

Meeting ID: 848 0105 3419

1. CALL TO ORDER
2. ROLL CALL
3. WORKSHOP

21-000594 LATERAL RECRUITMENT INCENTIVE

RECOMMENDED ACTION:
FOR INFORMATION AND DISCUSSION

4. ADJOURNMENT

NEXT REGULAR COUNCIL MEETINGS:
THURSDAY, MARCH 11, 2021 - 7:00 P.M.
THURSDAY, MARCH 25, 2021 - 7:00 P.M.

NEXT COUNCIL WORKSHOPS:
THURSDAY, MARCH 11, 2021 - 6:00 P.M. WSDOT SR4 CORRIDOR PLANNING STUDY
WORKSHOPS:



City of Longview

Agenda Summary

LATERAL RECRUITMENT INCENTIVE

RECOMMENDED ACTION: **FOR INFORMATION AND DISCUSSION**

COUNCIL STRATEGIC INITIATIVE ADDRESSED:

Council Initiative: Enhance Public Safety and Emergency Response

CITY ATTORNEY REVIEW: N/A

SUMMARY STATEMENT:

Hiring lateral versus entry level police officers has many advantages including cost savings, a reduction in training and greatly reduced time to assume full, independent duties. However, finding well qualified lateral officers has become increasingly difficult due to competition with other agencies.

To improve the chances of successful lateral recruitment, the Longview Police Department would like to increase our lateral recruitment incentive from \$5,000 to \$10,000. The higher incentive is more in alignment with other agencies in our local and regional area. Additional detail will be presented at the workshop.

STAFF CONTACT:

Robert Huhta, Chief, Longview Police Department

Attachments:

1. Lateral Incentive Pay 2.25.21

LATERAL INCENTIVE PAY

City Council
Workshop
2.25.21

DEFINING THE PROBLEM

- Approximately 86% of the nations 17,000 law enforcement agencies have officer positions they cannot fill
- Currently there are 130 agencies in Washington advertising for open law enforcement positions (Police, Deputy Sheriff)
- Reasons for shortfall include:
 - Current public sentiment surrounding law enforcement
 - Mass exodus of the baby boomer generation
 - Major difference in job expectations between the baby boomer generation and that of today's workforce as it relates to work-life balance
 - Increased number of post-high school students seeking higher education to pursue professional positions in the private sector
 - As few as 5% of applicants pass the background, physiological or physical portion of recruitment process

ENTRY LEVEL OFFICER V. LATERAL OFFICER

	Entry Level	In-State Lateral	Out-of-State Lateral
Field Training Program	14 weeks	14 weeks (sometimes less)	14 weeks
Wait time before academy	4 months	None	None
Academy time	5 months	None	2 weeks
TOTAL TRAINING TIME	12 months	3.5 months	4 months

During training time, the city pays the salary & wages of officers but they are not available for use to cover a patrol shift.

COST DURING TRAINING

	Entry Level	In-State Lateral Officer	Out-of-State Lateral Officer
Academy Fee	\$3,347	\$0	\$0
Salary/benefits during training	\$97,396	\$32,305	\$36,920
Lateral Incentive	\$0	\$5,000	\$5,000
TOTAL COSTS	\$100,743	\$37,305	\$41,920
Training Time out of service	12 months	3.5 months	4 months

OUR COMPETITION

- Other agencies providing hiring incentive (bonus) for lateral entry.
 - Woodland-\$12,500
 - Vancouver-\$10,000
 - Battle Ground-\$10,000 (over 5 years)
 - Camas-\$12,000
 - Des Moines-\$10,000
 - Everett-\$20,000 (in State)

PROPOSED INCENTIVE

- \$5,000 after completion of probation (12 months)
- \$2,000 after year 2
- \$2,000 after year 3
- \$1,000 after year 4

DISCUSSION/QUESTIONS??