



City of Culver City

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Staff Report

File #: 23-74, **Version:** 1

Item #: C-12.

CC - CONSENT ITEM: Approval of the Firefighter/Paramedic Lateral Incentive and Referral Program, to Assist in the Recruitment and Retention Efforts for the Fire Department.

Meeting Date: August 8, 2022

Contact Person/Dept: Stephanie Condran / Human Resources
Phone Number: 310-253-5640

Fiscal Impact: Yes ☒ No ☐

General Fund: Yes ☒ No ☐

Public Hearing: ☐

Action Item: ☒

Attachments: Yes ☐ No ☐

Commission Action Required: Yes ☐ No ☒ **Date:**
Commission Name:

Public Notification: (E-Mail) Meetings and Agendas - City Council (08/03/22)

Department Approval: Dana Anderson, Director of Human Resources (08/01/22)

RECOMMENDATION

Staff recommends the City Council approve the Firefighter/Paramedic Lateral Incentive and Referral Program to assist in the recruitment and retention efforts for the Fire Department.

BACKGROUND

The Lateral Incentive and Employee Referral Program (LIERP) has been established as a means of attracting well-qualified candidates from other agencies for the position of Firefighter/Paramedic. This program will assist in the City's recruitment and retention efforts.

Qualifications:

To meet the qualifications for receiving the lateral incentive, candidates must currently be in the Firefighter classification with another agency and be receiving the Paramedic assignment pay; candidates must also complete a one (1) year probationary period with the City. Unit members within the Culver City Firefighters' Association may refer a Lateral Firefighter/Paramedic applicant who meets the required criteria.

Compensation:

Lateral Firefighters/Paramedics who are hired under the City's LIERP shall receive \$5,000 upon successful completion of a one (1) year probationary period.

Unit members that refer a Lateral Firefighter/Paramedic applicant who successfully completes a one (1) year probationary period shall receive a \$1,000 referral incentive.

A side letter agreement between the City of Culver City and the Culver City Firefighter Association will be developed and attached to the Culver City Firefighter Association Memorandum of Understanding upon City Council approval of the lateral incentive and referral bonus.

FISCAL ANALYSIS

The Adopted Budget for Fiscal Year 2022/2023 includes sufficient funding in the Fire Department's budget to incorporate the lateral incentive and referral bonuses.

ATTACHMENTS

None.

MOTIONS

That the City Council:

1. Approve the Firefighter / Paramedic Lateral Incentive and Referral Bonus Program;
2. Direct the City Manager to execute a Side Letter Agreement between the City of Culver City and the Culver City Firefighters' Association, consistent with the approval of the incentive and referral program.