

**CITY MANAGER'S EXECUTIVE ORDER NO. 06-003
CITY OF DES MOINES**

AN EXECUTIVE ORDER OF THE CITY MANAGER OF THE CITY OF DES MOINES relating to a Police Officer Recruitment Hiring Incentive Program and a Police Officer Recruiters Locator Incentive Program.

RECITALS

WHEREAS:

1. The City of Des Moines Police Department currently has four vacant Police Officer positions and will have an additional six vacant Police Officer positions January 1, 2007;
2. The City of Des Moines has found it increasing difficult to recruit qualified Police Officer candidates;
3. Police Departments in King County have experienced similar difficulty in recruiting qualified Police Officer candidates.

NOW, THEREFORE,

It is hereby **ORDERED** as follows:

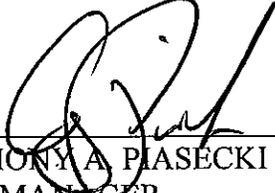
1. A Police Office Recruitment Hiring Incentive Program shall be established effective October 23, 2006 and shall apply to Police Officer applicants who initiate their application and employment process with the City of Des Moines after the effective date of this Executive Order. The following program policies will apply:
 - a. Upon successful completion of his/her probationary period, an applicant coming in as an entry level officer shall be paid a hiring incentive of \$1,000. The hiring incentive shall be applied as compensation to the employee's next regular paycheck following completion of the probationary period. Compensation is subject to all applicable taxes, withholdings, and deductions as provided with current laws and benefit program policies.
 - b. Upon successful completion of his/her probationary period, an applicant who qualifies for entry as a lateral officer shall be paid a hiring incentive of \$2,000. The hiring incentive shall be applied as compensation to the employee's next regular paycheck following completion of the probationary period. Compensation is subject to all applicable taxes, withholdings, and deductions as provided with current laws and benefit program policies.
 - c. Upon acceptance of a hiring incentive, the Police Officer agrees to remain employed with the City of Des Moines for a period of three years from date of hire. In the event the Police Officer is granted a Leave of Absence, the three-year time span will not be calculated to include any time out of service due to the approved Leave of Absence. Further, if the Police Officer voluntarily terminates his/her employment with the city during the three (3) year period, the Police

Officer agrees to refund to the City the full amount of the hiring incentive. The requirement for a refund of the hiring incentive shall not be applicable upon separation from service due to injury.

2. A Police Officer Recruiters Locator Incentive Program shall be established effective October 23, 2006. The following incentive amounts shall be paid to any active City of Des Moines employee, except the City Manager and the Chief of Police, who successfully recruits and brings a Police Officer applicant who initiates their application and employment process with the City of Des Moines after the effective date of this Executive Order with the City of Des Moines and the applicant is hired as an employee of the City of Des Moines as a Police Officer:
 - a. \$250 shall be paid to an active employee for recruitment of an entry level Police Officer.
 - b. \$500 shall be paid to an active employee for recruitment of a lateral Police Officer.
 - c. The Police Officer Recruiters Locator Incentive reward shall be applied as compensation to the employee's next regular paycheck following completion of the recruited Police Officer's hiring process. Compensation is subject to all applicable taxes, withholdings, and deductions as provided with current laws and benefit program policies.

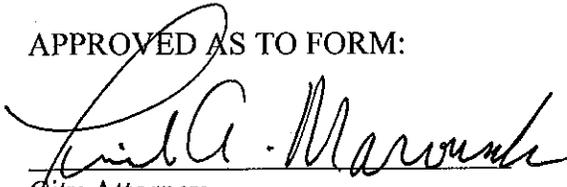
This Executive Order will be in effect until such time that Police Officer positions are no longer considered difficult to fill absent an incentive program.

DATED this 23rd day of October, 2006.



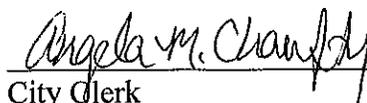
ANTHONY A. PIASECKI
CITY MANAGER
CITY OF DES MOINES

APPROVED AS TO FORM:



Linda A. Marvinko
City Attorney

ATTEST:



acting City Clerk

**Memorandum of Understanding
Between
The City of Des Moines and the Des Moines Police Guild
Regarding
Establishment of a Police Officer Recruitment Hiring Incentive Program and
a Police Officer Recruitment Incentive Program**

Effective October 23, 2006, the City Manager issued an executive order that created a Police Officer Recruitment Hiring Incentive Program and a Police Officer Recruitment Incentive Program. The Des Moines Police Guild raised a concern that the Programs constitute a wage issue that must be bargained. After discussing the situation, the City Manager rescinded the order but believes that conducting an interest-based bargaining process over two programs that may not be needed once the tight labor market for police officers eases is not the appropriate manner in which to address this situation. The Guild agrees that bargaining may not be the best, most expeditious way to create programs to encourage highly qualified individuals to apply for vacant Police Officer positions in Des Moines or to encourage City employees to refer high quality individuals for employment as Des Moines Police Officers.

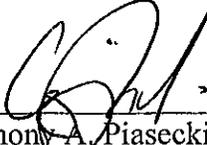
IN RESOLUTION OF THIS SITUATION, THE CITY OF DES MOINES AND THE DES MOINES POLICE GUILD AGREE AS FOLLOWS:

After having discussed with the City Manager the programs and the amounts of any "hiring incentives" to be paid to new Police Officers and "recruitment incentives" to be paid to any City employee who refers someone to the City who ends up being hired as a Police Officer, the Des Moines Police Guild agrees that the City Manager may, at his discretion, establish a Police Officer Recruitment Hiring Incentive Program and a Police Officer Recruitment Incentive Program. The Guild further agrees not to file an Unfair Labor Practice charge against the City for establishing these programs in such a manner.

The City and the Guild agree that the City Manager may at his discretion terminate or modify these programs when, in his opinion, the tight labor market for Police Officer has eased, but only after he has discussed the situation with the Guild.

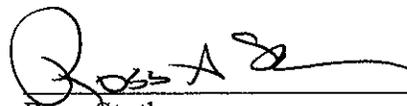
The City and the Guild agree that actions described in the above paragraphs do not set precedent or constitute a past practice on the part of either party. Both parties understand and agree that the same or similar situations in the future may be addressed in a different manner, including, but not limited to, interest based bargaining.

City of Des Moines



Anthony A. Piasecki 1/2/07 Date
City Manager

Des Moines Police Guild



Ross Stuth 12/29/06 Date
President

Approved as to Form:



Richard S. Brown Date
Acting City Attorney

Date