

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #8

DISCUSSED BY SCPRC		APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
RECEIVED BY SPD	12/31/2018	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SCPRC	05/31/2023	PARTIAL IMPLEMENTATION		DENIED	

SCPRC RECOMMENDATION

The city should explore other incentives to attract diverse peace officers.

[Changes to Existing Policy(s):] Incentivize interest in SPD (e.g. scholarships and requirement for service).

SCPRC RECOMMENDATION RATIONALE

The SPD currently offers modest educational funding for officers. Offering enhanced educational support could increase applicants and also benefit SPD.

SPD RESPONSE

City Council staff report by Deputy Chief Lester on 06/01/2021:

https://sacramento.granicus.com/player/clip/4964?meta_id=631991

The Sacramento Police Department supports all employees to seek higher levels of education.

The 2021-2023 Local 39 labor agreement with the City of Sacramento details tuition reimbursement.

<https://www.cityofsacramento.org/-/media/Corporate/Files/HR/Divisions/LaborRelations/Agreements/39MOUPlantOps.pdf?la=en>

The 2022-2023 Sacramento Police Officers Association labor agreement with the City of Sacramento details tuition reimbursement.

<https://www.cityofsacramento.org/-/media/Corporate/Files/HR/Divisions/LaborRelations/Agreements/SPOA.pdf?la=en>

The 2021-2023 Sacramento City Exempt Employees Association labor agreement with the City of Sacramento details tuition reimbursement.

<https://www.cityofsacramento.org/-/media/Corporate/Files/HR/Divisions/LaborRelations/Agreements/SCXEA.pdf?la=en>

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A