

1. **A. CALL TO ORDER** - Mayor Soiseth called the meeting to order at 5:03 p.m.
PRESENT: Councilmembers Gil Esquer, Bill DeHart, Amy Bublak, Matthew Jacob, and Mayor Gary Soiseth.
ABSENT: None

B. SALUTE TO THE FLAG

2. PUBLIC PARTICIPATION:

Mayor Soiseth opened public participation and noted he would be leaving it open throughout the meeting.

3. DECLARATION OF CONFLICTS OF INTEREST AND DISQUALIFICATIONS: None

4. RECRUITMENT AND RETENTION STRATEGIES OF POLICE OFFICERS AND DISPATCHERS WORKSHOP:

City Council will receive a presentation from staff regarding proposed police recruitment and retention strategies. Police and Dispatcher staffing levels are critically low and the department continues to be challenged with recruiting and retaining necessary staff. Strategies will include four components, but will be presented as an entire recruitment and retention package.

Workshop Overview:

- Review the Signing Bonus Staff Report
- Review the Overhire Staff Report
- Review Staffing Increase Strategies and Planning
- Review Salaries for Police and Dispatchers

Police Chief Ninus C. Amirfar thanked Police Department and Human Resources staff for their efforts, provided an overview of the history and challenges with recruiting new Police Officers and Dispatchers, recruitment and retention strategies including past recruitment program results, hiring updates and staffing levels, increasing competitive salaries of surrounding cities, hiring and retention trends including signing bonuses, and requested Council consideration of an employment signing bonus program for Lateral Police Officers and Lateral Dispatchers in the amount of \$16,000 and staffing over hire.

Council and staff discussed concerns of creating morale issues amongst long-term and newly-hired personnel, inquiries regarding the signing bonus amount and disbursement process, Police Officer training timelines, traffic enforcement in the downtown, non-monetary options to augment workflow, and spoke about Turlock being a great place to work.

DJ Fransen inquired about salaries of comparable cities and spoke regarding use of the tourism tax, creating a campaign for a safer City, and paying Police Officers more rather than offering incentives.

Mayor Soiseth closed public participation.

Mayor Soiseth announced that no formal action will be taken during this meeting.

Action: No formal action taken during this Special City Council meeting. The recommended actions have been agendized as Scheduled Matter Items 8E and 8F of the Regular City Council meeting.

5. ADJOURNMENT:

Motion by Councilmember Jacob, seconded by Councilmember Bublak, to adjourn the special meeting at 5:57 p.m. Motion carried unanimously.

RESPECTFULLY SUBMITTED

Jennifer Land
City Clerk