

RESOLUTION 32 - 24

A RESOLUTION OF THE CITY OF CAPE CORAL, FLORIDA, AUTHORIZING THE ISSUANCE OF A HIRING BONUS FOR NEWLY HIRED POLICE OFFICERS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the nation’s law enforcement agencies have struggled to meet the demand for police officer positions due to the shortage of those individuals seeking to be employed for these essential first responder roles; and

WHEREAS, the City of Cape Coral, Florida (the “City”) has faced similar challenges meeting the demand for positions within the City’s Police Department, and desires to provide additional financial incentives in order to be more competitive in attracting qualified law enforcement employees to the City; and

WHEREAS, Chief Sizemore requested the implementation of a hiring bonus initiative to ensure that the City’s Police Department continues to maintain a qualified, experienced, and competent police force, which is vital for the health, safety, and welfare of the City’s residents and visitors; and

WHEREAS, the City’s Administration is recommending a hiring bonus of \$5,000 to be paid to police officer recruits who are newly sworn in as officers of the City, which bonus shall be reimbursed to the City in the event the officer is terminated or voluntarily leaves the position during the probationary period; and

WHEREAS, the City’s Administration is recommending an additional bonus of \$5,000 to be paid to newly sworn police officers upon completion of their probationary period, which shall be reimbursed to the City in the event the officer is terminated or voluntarily leaves the position within two years after becoming a sworn officer; and

WHEREAS, the Mayor and City Council have determined there is a need for the City to implement a hiring bonus initiative for newly hired police officers of the City’s Police Department, which is essential to remaining competitive with other law enforcement agencies around the region.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAPE CORAL, FLORIDA, AS FOLLOWS:

Section 1. Police officer trainees and certified police officers, who are newly sworn in as officers of the City’s Police Department, shall receive a hiring bonus in the amount of \$5,000 after taxes, which shall be reimbursed in the event the trainee or officer is terminated or voluntarily leaves their position during their probationary period.

Section 2. Upon completion of their probationary period, newly sworn police officers shall receive an additional \$5,000 after taxes, which shall be reimbursed in the event the officer is terminated or voluntarily leaves their position within two years after they became sworn officers.

Section 3. This Resolution shall take effect immediately upon its adoption.

ADOPTED BY THE CITY COUNCIL OF THE CITY OF CAPE CORAL AT ITS REGULAR COUNCIL SESSION THIS _____ DAY OF _____, 2024.

JOHN GUNTER, MAYOR

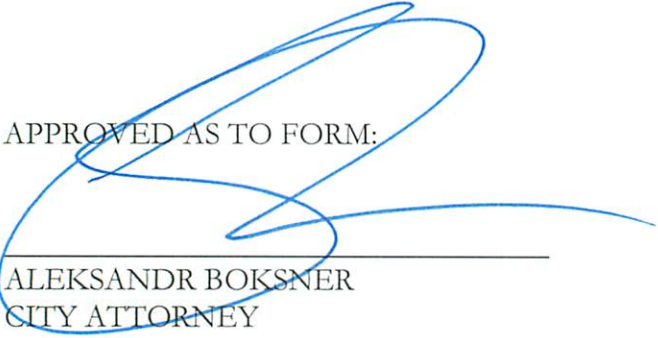
VOTE OF MAYOR AND COUNCILMEMBERS:

GUNTER	_____	CARR	_____
STEINKE	_____	WELSH	_____
SHEPPARD	_____	LONG	_____
HAYDEN	_____	COSDEN	_____

ATTESTED TO AND FILED IN MY OFFICE THIS _____ DAY OF _____,
2024.

KIMBERLY BRUNS
CITY CLERK

APPROVED AS TO FORM:



ALEKSANDR BOKSNER
CITY ATTORNEY