

# RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #18

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

Cultivate guardian policing

Changes to Existing Policy(s): Provide incentives to officers that live in Sacramento (pay increase, special loan programs, and take home patrol vehicles).

## SCPRC RECOMMENDATION RATIONALE

When officers live in the communities they protect and serve, it is easier to have a guardian mentality. Guardian policing emphasizes social service, valuing community partnerships and establishing positive contacts, which is easier to achieve when an officers lives in the community.

## SPD RESPONSE

The 2022-2023 Sacramento Police Officers Association labor agreement with the City of Sacramento provided a city residency incentive.

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

The residency incentive is not currently incorporated within the Sacramento City Exempt Employees Association's labor agreement.

<https://www.cityofsacramento.org/HR/Divisions/Labor-Relations/Labor-Agreements>

## OTHER CITY DEPARTMENTS

N/A

## APPENDIX

N/A