



City of Philadelphia

City Council
Chief Clerk's Office
402 City Hall
Philadelphia, PA 19107

BILL NO. 220295

Introduced March 31, 2022

Councilmember Green

**Referred to the
Committee on Labor and Civil Service**

AN ORDINANCE

Amending Chapter 20-300 of The Philadelphia Code (“Compensation and Benefits”) to provide for a program to incentivize the recruitment of certain City employees and to make other technical changes, all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Title 20 of the Philadelphia Code is hereby amended to read as follows:

TITLE 20. OFFICERS AND EMPLOYEES

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CHAPTER 20-300. COMPENSATION AND BENEFITS

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§ 20-310. Police Cadet Recruitment Bonuses.

(1) A Police Cadet is a person who is offered and accepts an appointment with the Philadelphia Police Department and who possesses all of the required certifications and qualifications for each step at which a partial bonus is paid.

(2) Whenever the number of police officer vacancies is higher than five (5) percent of budgeted officer positions, a maximum incentive of up to \$10,000 may be offered, payable to a Police Cadet as follows:

(i) \$3,000 upon graduation from the police academy;

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(ii) \$3,000 at successful completion of On-the-Job training (OJT); and

(iii) \$4,000 at the successful completion of the one-year probationary period.

A lower incentive amount may be offered, and may be paid on a pro-rated basis according to the above schedule. No incentive may be offered to any person who was employed by the City of Philadelphia as a sworn officer at any time in the prior eight (8) years.

(3) Any city employee, except sworn officers with the rank of Chief of above, may award a bonus of \$1,000.00 for formally referring an individual for employment to the position of Police Officer. The referred individual must successfully complete the application process and report for duty at the training academy when requested for the referring member to receive compensation. Subsequent successful referrals may be eligible for a bonus of five hundred dollars (\$500.00) for each appointee.

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