

From: [Steve Bridge](#)
To: [Haddon, Stacey](#)
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Subject: For city council meeting
Date: Tuesday, February 21, 2023 7:16:37 AM

Council person and Mayor

My name is Steve Bridge, Resident of Lompoc. We are moving into another budget cycle and we still face trouble retaining and recruiting public service personnel.

Over the last year, we have all been discussing public safety and the resources required to meet the city's needs. This has been exasperated by an increase in the number of crimes and the pressures of growth in homelessness.

There have been many meetings to discuss ways to improve the situation which range for more money to neighborhood support groups to more activities for our youth.

My belief, based on many years running service companies, is that one of the issues is housing for public servants. You care about the city you live in, that is simply human nature. In my past in private industry we would not just throw money at this problem with higher wages but rather we would find ways to create perks that had back end incentives to come on board and stay. These were things like stock options, ghost stock, deferred compensation, etc. Obviously, the public sector must be more creative.

In thinking on how we could apply this to our present problem I am suggesting the following:

Create a home ownership partnership with our public safety work force.

- I am suggesting that up to \$75,000 be offered for a down payment on a house within Lompoc be made available to public safety personnel.
- It could be structured that it was paid back upon sale of property or after 10 years it would convert to a low interest loan.
- It would be mandatory that the house be lived in by the individual and be in the Lompoc valley (including MH and VV)
- It would automatically convert to a market rate loan if they left the force.

This would be strong recruiting incentive. It would, if successful put more officers and on our public service personnel and living in our city.

I suggest that the city council direct the public safety commission and staff review this, improve it and come back with an implementation plan.

In closing, what I would say about this, is that I am sure there will be many who say this can't be done, but if Lompoc really wants to move forward as a successful city we have to find ways

to stop saying no and find ways to say yes to proactive measures that improve our city.

Sincerely

Steve Bridge

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