

MEMORANDUM
Police Department



TO: Todd Thompson, City Manager
FROM: Richard T. Landi, Chief of Police
SUBJECT: Police Retention Bonus CY2023

Number: 22-60
Date: 12/16/22

As part of the American Rescue Plan Act (ARPA) funding endorsed by the City Council, funding was allocated for Police Hiring / Retention / Recruitment (Project Category 1.14). For CY2023 a retention bonus in the amount of \$500.00 was proposed to be paid to all active employed sworn police employees hired no later than CY2022. Under this proposal, a retention bonus would be paid to 70 sworn police employees at a cost of \$35,000.00; which is \$500.00 below the budgeted amount due to sworn staffing being lower than anticipated for CY2023.

In CY2022 the police department lost five (5) officers that went to work for other law enforcement agencies, with two of these losses occurring in the fourth quarter of the year. With the number of police applicants at an all-time low and the competition to recruit active officers away from police departments through aggressive lateral entry programs at an all-time high, it is recommended that consideration be given to increasing the CY2023 retention bonus amount to \$1,000.00.

The cost of the higher \$1,000.00 retention bonus for 70 sworn police employees would be \$70,000.00, an increase of \$34,500.00 over what was proposed CY2023. To account for this increase, future retention bonuses can be adjusted based on new officer recruitment and retention performance, along with available funding at the end of CY2023.

Recommendation

The Police Department recommends that the City Council approve for CY2023 the disbursement of police retention bonuses in the amount of \$1,000.00 to all active employed sworn members of the police department hired no later than CY2022.

SUBMITTED BY: Richard T. Landi, Chief of Police

APPROVED BY: Todd Thompson, City Manager