

**MEMORANDUM
FINANCE DEPARTMENT**

TO: Todd Thompson, City Manager
SUBJECT: Adjustment to the CY 2023 Budget

Number: 001-23
Date: 01/04/2023

The Rock Island Police Department is requesting a budget adjustment in the amount of \$34,500.00 to cover expenses for Police Retention Bonus to all active employed sworn members of the Police Department hired no later than CY2022.

Per the attached memo, the retention of current sworn police employees is of great importance due to the high competition to recruit active officers away from police departments. The funding source is restricted ARPA funds.

| Account Number | Type | Amount |
|--------------------------|---------|-------------|
| 248-000000-43102-0000297 | Revenue | \$34,500.00 |
| 248-411041-51105-8301670 | Expense | \$34,500.00 |

Recommendation: Council approve the budget adjustment increasing the ARPA Fund (248) revenue and expense budget for CY 2023 by \$34,500.00.

Submitted by: Linda Barnes, Finance Director
Brian Smith, Budget & Grants Manager

Approved: Todd Thompson, City Manager

**MEMORANDUM
Police Department**



TO: Linda Barnes, Finance Director
FROM: Richard T. Landi, Chief of Police
SUBJECT: Police Retention Bonus CY2023

Number: 23-007
Date: 01/04/23

An adjustment to the CY 2023 budget in the amount of \$34,500.00 is being requested by the Police Department.

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 CY 2023 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. 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 the CY 2023 retention bonus amount increase to \$1,000.00. The cost of the higher retention bonus for 70 sworn police employees would be \$70,000.00, an increase of \$34,500.00 over what was budgeted in CY 2023.

Recommendation

The Police Department recommends that the Finance Department approve the CY 2023 budget adjustment.

Account: 248-411041-51105-8301670
Fund: 248
Department 411
Cost Center: 041
Object Code: 51105
Project: 8301670

SUBMITTED BY: Richard T. Landi, Chief of Police

APPROVED BY: Linda Barnes, Finance Director

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