

**MEMORANDUM  
Police Department**



**TO:** Todd Thompson, City Manager  
**FROM:** Richard T. Landi, Chief of Police  
**SUBJECT:** Police Recruitment Incentive Packages

**Number:** 23-011  
**Date:** 01/12/23

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As part of the American Rescue Plan Act (ARPA) funding endorsed by the City Council, funding was allocated for Police Hiring / Retention / Recruitment. Under the proposal, there were financial incentives to improve recruitment and hiring of new police officers. For CY2023, the amount budgeted for recruitment and hiring incentives is \$11,500.00. The following incentives packages are being proposed for police applicants hired in CY 2023:

**NEW APPLICANT INCENTIVE PACKAGE**

The Rock Island Police Department proposes offering an incentive bonus of \$3,000 for all new police applicants hired starting in January 2023. This bonus would be distributed in segments as the recruit successfully completes certain phases of their training and probation:

- **\$500 Hiring Bonus** – This bonus is paid upon hire. The hiring bonus is simply that – for successfully completing the rigorous, often lengthy hiring process and is not contingent upon completion of any training. This would set Rock Island apart from other police departments as no other area departments are currently offering any hiring or sign-on bonus.
- **\$500 Academy Graduation Bonus** – This is paid upon successful completion of a state certified police academy, including the state certification exam. Starting in January, the police academy is 16 weeks in duration.
- **\$1,000 Field Training Bonus** – This is paid upon successful completion of the field training program, Phase II Board of Review, and release to solo patrol. The typical length of field training can vary depending on the needs of the recruit, however it is typically structured to be at least 14 weeks in duration.
- **\$1,000 Probation Completion Bonus** – All new officers are hired on a probationary basis which lasts 18 months. After the officer successfully completes probation, they would receive their final bonus.

**LATERAL ENTRY APPLICANT INCENTIVE PACKAGES**

The Rock Island Police Department has had a lateral entry program as part of its police recruitment for at least 30 years. Under the existing lateral entry program, qualified applicants are able to abbreviate the testing process and start at a higher salary step based on their qualifications. To become competitive with other area agencies that have either added lateral entry programs or

enhanced existing ones, the police department is proposing enhancements to the lateral entry program with incentives packages worth an additional \$10,000 for qualified lateral entry applicants hired in CY 2023. The lateral entry applicant's qualifications would determine what incentive level they would qualify for receiving. The following are some examples of how a lateral entry applicant could qualify for a particular incentive package.

### **Lateral Entry Officer – Enhanced Incentive**

A candidate that could qualify for an enhanced incentive would be an applicant that is an active fulltime police officer in good standing with at least one (1) year of service with a recognized law enforcement agency outside of Illinois with police academy certification that is eligible for recognition by the Illinois Law Enforcement Training and Standards Board.

- **Step D starting salary of \$64, 570** (\$3,075 above entry level salary of \$61,495 - Step C/CY 2023)
- **\$500 Hiring Bonus** – Paid upon hire.
- **\$1,000 Field Training Bonus** – Paid upon successful completion of the field training program, Phase II Board of Review, and released to solo patrol. Lateral hires will usually have an accelerated timeframe for field training completion.
- **\$1,500 Probation Completion Bonus** – Paid after successfully completion of 18 months of probation.

**Total Value: \$6,075**

### **Lateral Entry Officer - Maximum Incentive**

A candidate that could qualify for the maximum incentive would be an applicant that is an active fulltime Illinois-certified police officer in good standing with at least two (2) years of service with an Illinois law enforcement agency.

- **Step E starting salary of \$67,799** (\$6,304 above the entry level salary of \$61,495 - Step C/CY 2023)
- **\$700 Hiring Bonus** – Paid upon hire.
- **\$1,000 Field Training Bonus** – Paid upon successful completion of the field training program, Phase II Board of Review, and released to solo patrol. Lateral hires will usually have an accelerated timeframe for field training completion.
- **\$2,000 Probation Completion Bonus** – Paid after successfully completion of 18 months of probation.

**Total Value: \$10,004**

Recommendation

The Police Department recommends that the City Council approve the proposed incentive packages for police officer recruitment and hiring as outlined in this memo and authorize the Chief of Police to direct the disbursements of the prescribed bonuses to new police recruits hired in CY 2023.

**SUBMITTED BY:** Richard T. Landi, Chief of Police

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**APPROVED BY:** Todd Thompson, City Manager