

# Public Safety

**Officer Recruitment and Retention Initiative  
Effective January 2022**



	<h2 style="color: blue;">Recruitment of New Police Officers (CPD)</h2> <h3 style="color: red;">\$5,000 SIGN-ON BONUS</h3> <p style="color: blue;">Effective Jan. 1, 2022*</p>		
Average Annual Hire 48 Officers**	\$5,000	\$2500 – Complete academy – 6 mos. \$2500 – Released from training – 6 mos.	Annual Cost \$240,000
	<p style="color: blue;">*For calendar year 2022 only</p> <p style="color: blue;">**based on Public Safety hiring data. Last 5 years average 48 new hires annually</p>		

	<h2 style="color: blue;">Recruitment of New Correctional Officers (MCP)</h2> <h3 style="color: red;">\$5,000 SIGN-ON BONUS</h3> <p style="color: blue;">Effective Jan. 1, 2022*</p>		
Average Annual Hire 45 Officers**	\$5,000	\$2500 – Complete academy – 6 mos. \$2500 – Released from training – 6 mos.	Annual Cost \$225,000
	<p style="color: blue;">*For calendar year 2022 only</p> <p style="color: blue;">**based on Public Safety hiring data. Last 2 years average 45 new hires annually</p>		



Retention of Current and New Officers  
**\$750 Per Quarter - \$3,000 Retention Bonus**  
Effective Jan 1, 2022 thru Dec 31, 2022\*

Police Department	400 Sworn Officers	\$1.2 mil
Muscogee County Prison	114 Sworn Officers	\$342,000
Fire/EMS Department	376 Sworn Officers	\$1.1 mil
Sheriff's Office	337 Sworn Officers	\$1.0 mil
<b>Total</b>	<b>1,227</b>	<b>\$3,642,000</b>

*\*For calendar year 2022 Only. Benefits not included in total cost*

Retention of Current and New Officers  
**\$1,000 Per Quarter - \$4,000 Retention Bonus**  
Effective Jan 1, 2022 thru Dec 31, 2022\*

Police Department	400 Sworn Officers	\$1.6 mil
Muscogee County Prison	114 Sworn Officers	\$456,000
Fire/EMS Department	376 Sworn Officers	\$1.5 mil
Sheriff's Office	337 Sworn Officers	\$1.3 mil
<b>Total</b>	<b>1,227</b>	<b>\$4,856,000</b>

*\*For calendar year 2022 Only. Benefits not included in total cost*

Retention of Current and New Officers  
**\$1,250 Per Quarter - \$5,000 Retention Bonus**  
Effective Jan 1, 2022 thru Dec 31, 2022\*

Police Department	400 Sworn Officers	\$2.0 mil
Muscogee County Prison	114 Sworn Officers	\$570,000
Fire/EMS Department	376 Sworn Officers	\$1.9 mil
Sheriff's Office	337 Sworn Officers	\$1.7 mil
<b>Total</b>	<b>1,227</b>	<b>\$6,170,000</b>

*\*For calendar year 2022 Only. Benefits not included in total cost*

Retention of Current and New Officers  
**\$1,500 Per Quarter - \$6,000 Retention Bonus**  
Effective Jan 1, 2022 thru Dec 31, 2022\*

Police Department	400 Sworn Officers	\$2.4 mil
Muscogee County Prison	114 Sworn Officers	\$684,000
Fire/EMS Department	376 Sworn Officers	\$2.2 mil
Sheriff's Office	337 Sworn Officers	\$2.0 mil
<b>Total</b>	<b>1,227</b>	<b>\$7,284,000</b>

*\*For calendar year 2022 Only. Benefits not included in total cost*

# 2022 Retention Bonus Schedule

1 <sup>st</sup> Quarter – 2022 Jan-Feb-Mar	2 <sup>nd</sup> Quarter – 2022 April-May-June	3 <sup>rd</sup> Quarter – 2022 July-Aug-Sept	4 <sup>th</sup> Quarter – 2022 Oct-Nov-Dec
Bonus Pay in April	Bonus Pay in July	Bonus Pay in Oct	Bonus Pay in Jan 2023
Officer must be on payroll at the end of each quarter in order to receive retention bonus			



# Funding Sources

Fund Balance  
Reserves

Existing  
Salary Savings

# Classification and Compensation Study Coordination

Public Safety Recruitment and Retention initiative to coordinate with implementation of the Classification and Compensation Study.

Once the study is implemented; this Recruitment and Retention initiative will sunset.

# Crisis Communications Consultant

## Goals and Objectives:

- Provide timely and accurate information to citizens
- Protect CCG's brand, valuation and reputation
- Manage the crisis through active communications
- Ensure accurate representation of facts in the media and by other third parties
- Engage with stakeholders to maintain credibility and strengthen relationships
- Reduce legal and political consequences, working closely with legal counsel and other advisors
- Ensure business continuity by managing the crisis so you can focus on managing the business

Retain consultant on contract as needed through a crisis.