



DICKINSON POLICE DEPARTMENT

Chief Joseph R. Cianni

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President Decker & Commissioners,

This legislative session resulted in the Dickinson Police Department receiving a total of \$67,543.56 in Back the Blue legislative appropriations similar to the previous legislative allocation. Contrary to the funds received in 2023, these funds were allocated exclusively as retention bonuses for sworn staff or for tuition and fee payments associated with currently hired sworn trainees. These funds cannot be used to supplant or enhance existing local funds that have already been budgeted or appropriated for similar purposes and must be expended by March of 2027.

Due to the restrictive nature of how the funds must be spent, I am recommending a holistic, equitable approach geared specifically toward retention, and longevity recognition. Seventy five percent of the funds will be distributed equally amongst sworn staff. The remaining 25% of the funds will be used to recognize longevity within the department. It will be calculated using a matrix broken down by months of service with the department, similar to the city longevity pay. The months of service will cap out at 10 years (120 months) maximum of creditable service.

This distribution plan ensures both equitable recognition of current service and an incentive for continued commitment to the department, aligning with the intent of the "Back the Blue" funding to enhance officer retention and departmental stability.

Respectfully,

Chief Joe Cianni