

Mercer Island Police Department

Lateral Police Officer Hiring Incentive Program

Purpose

The purpose of this policy is to provide guidance on incentives for attracting lateral and/or experienced officers to join the Mercer Island Police Department (MIPD).

Policy

The MIPD strives to maintain full staffing by deploying strategies that facilitate filling vacancies in a thoughtful and expeditious manner. The programs described below are focused on incentivizing lateral and/or experienced officers to join the MIPD and incentivizing current employees to recruit lateral and/or experienced candidates.

Definitions (as per Civil Service Rules)

- Lateral Police Officer – means a full-time, fully commissioned, and certified law enforcement officer with *at least* 24 months of the last 36 months in that position. Additionally, the applicant must possess a Washington State Peace Officer certification or the equivalent.
- Experienced Police Officer - means a full-time, fully commissioned, and certified law enforcement officer with *less than* 24 months of the last 36 months in that position. Additionally, the applicant must possess a Washington State Peace Officer certification or the equivalent.

Lateral Hiring Incentive Program

Upon hiring, a lateral or experienced police officer will be eligible to receive up to a \$20,000 hiring incentive to be administered as follows:

1. Five thousand dollars (\$5,000) will be included in the first regular paycheck and will have no additional conditions.
2. Seven thousand five hundred dollars (\$7,500) will be included in the first paycheck following the officer's successful completion of their 12-month probationary period.
3. Seven thousand five hundred dollars (\$7,500) will be included in the in the first paycheck following 6 months of permanent employment status after the probationary period.

The two payments of \$7,500 are conditioned on the officer remaining employed with the MIPD for three years from the date of hire. Should the officer separate from employment prior to that date, except by reason of death or disability separation, the officer shall be required to return these two payments to the City.

All payments are subject to applicable payroll deductions.

Referral Incentive Program

If City employee refers a lateral or experienced police officer and that officer is hired, the employee will receive a referral incentive of up to \$5,000 according to the following schedule:

1. Two thousand five hundred dollars (\$2,500) will be included in the employee's paycheck when the newly hired officer receives their first paycheck.

2. Two thousand five hundred dollars (\$2,500) will be included in the employee's paycheck when the newly hired officer successfully completes their 12-month probationary period.

All payments are subject to applicable payroll deductions.

The Lateral or Experienced Police Officer Referral Form must be submitted to Human Resources before the officer is hired. If more than one employee refers the same lateral or experienced officer, the total incentive shall be split equally between the referring employees.

The referral incentive is open to non-represented employees and represented employees whose union has agreed to participate in the program.