

# Budget Amendment Proposal – Hiring Bonuses

Chief Mike Hudgins



# Critical Issues

---



Recruitment



Retention

---

# National Trends

- The U. S. Department of Labor estimates there are 60 applicants available for every 100 open positions
- A 2021 study by the Marshall Project shows nearly 80% of cities saw a drop in the number of police officers and government employees
- The volume of police applicants has declined significantly since the George Floyd incident
- The pandemic pushed Americans to leave crucial jobs – from sanitation workers to firefighters – leaving cities and towns scrambling to fill gaps (many employees want to work from home – great resignation)
- PERF contends police agencies, on average, are filling only 93% of their authorized positions
- PERF research shows that fewer new officers were hired, and resignations and retirements increased in 2020 – 2021, as compared to the previous year
- PERF found a recent significant increase in resignations, an 18% increase in the resignation rate in 2020 – 2021, as compared to the previous year
- PERF research shows there is a 45% increase in the retirement rate in 2020 – 21, as compared to the previous year (baby boomers and 1990s police hiring with federal funds)

# Pineville PD Retention Issues

- Eight Police Officers have left the department in the past 12 months:
  - Six took jobs with another police agency
  - One left the profession
  - One left for other reasons
- Six Telecommunicators have left the department in the past 12
  - Two were terminated
  - One took a job in banking
  - One took a job at another 911 Center
  - Two left the profession

# Pineville PD Recruitment Issues

- The department needs to fill three Telecommunicators positions by July 1<sup>st</sup>
  - Will make a conditional offer for one position on February 13<sup>th</sup>
  - Reviewing applications for the other positions
- The department needs to fill 13 sworn positions by July 1<sup>st</sup>
  - Three recruits in the academy
  - One lateral who starts on Feb. 13<sup>th</sup>
  - Two pending positions
  - Sgt Miller is reviewing applications for the August Academy, actively recruiting current academy classes, & reviewing applications for laterals

# Recruitment Issues

- A majority of PDs in the region/county provide hiring bonuses, which puts us at a competitive disadvantage
  - Mecklenburg Sheriff's Office: \$3,000
  - Matthews PD: \$2,000 - \$5,000 for Sworn and Telecommunicator positions
  - UNCC PD: \$5,000
  - Gastonia: \$4,500
  - Huntersville: \$6,000
  - CMPD: \$7,500
  - Davidson: \$500 to the recruiting officer
  - Mint Hill PD: \$5,000
  - Locust PD: \$5,000
- The department recently lost two potential recruit candidates at CPCC to police departments that offer hiring bonuses
  - Huntersville: \$6,000 hiring bonus
  - Gastonia: \$4,500 hiring bonus

- The proposal would cover new hires from August 1, 2022, forward to July 1, 2023
- We recommend the following hiring bonuses for officers and telecommunicators
  - \$6,000 for laterals
  - \$5,000 for new hires
  - \$1,000 for employees who recruit new employees to the department.
- Proposed payment plan
  - Laterals would be paid \$2,000 their first week on the job, \$2,000 when they complete FTO, and \$2,000 upon completion of the employee's one-year probation period.
  - New hires would be paid \$1,500 their first week on the job, \$1,500 once they complete FTO/CTO, and \$2,000 upon completion of the employee's one-year probation period.
  - Employees would receive \$1,000 when the officer/telecommunicator complete FTO/CTO
  - Recipients must agree to a three-year employment commitment as a sworn law enforcement officer/telecommunicator with PPD to retain bonus compensation.

## Proposal – Fund Hiring Bonuses

# Estimated Costs

- Estimated total costs are \$90,000
- Budget Amendment request is \$35,500
  - Coates: (Lateral) \$4,000
  - Hulst, Kelly, & Mogck: (New hire FTO) \$9,000
  - Tran, Beauchamp, & Soto: (New hire academy) \$4,500
  - Nine openings (six officers and three telecommunicators): There is a potential to hire all laterals: \$18,000



- **CMPD:**

- Phase One: The amount of \$1,000 will be paid after being hired as an employee of the Charlotte-Mecklenburg Police Department as a New Police Recruit. Payment will be made within 30 days of the date of hire.
- Phase Two: The amount of \$1,500 will be paid upon successful completion of the BLET program and passage of the State of North Carolina test. Payment will be made within 30 days of completion of the BLET Program.
- Phase Three: The amount of \$2,500 will be paid upon completion of CMPD's Patrol Training Officer ("PTO") program. Payment will be made within 30 days of completion date of the PTO program.
- Phase Four: The amount of \$2,500 will be paid upon completion of the officer's one-year probation period. Payment will be made within 30 days of successful completion of the probation period.
- **Recipients must agree to a three-year employment commitment as a sworn law enforcement officer with CMPD in order to retain bonus compensation.**

- **Mint Hill:**

- \$1,000 once finish BLET and hired on full-time (they pay a stipend to attendees of academy)
- One year later get \$2,000
- At two-year mark get \$2,000

- **Matthews PD:**

- All new hires selected for eligible positions will receive \$2,000 on their first paycheck.
- Those who have relevant job experience and/or military experience are also eligible for up to \$3,000 more (total payout available - \$5,000)

## Hiring Bonus Plans in Other Agencies