



**Pineville Police
Department**



Memo

To: Town Council
From: Michael Hudgins, Chief of Police
CC: Roxy McMahon, Senior Administrative Assistant; Lisa Snyder, Town Clerk
Date: 2/10/2023
Re: Budget Amendment Request

Mayor and Councilmembers, the Pineville Police Department is at a competitive disadvantage concerning the recruitment of talent to the police department. In the past month, the department lost two potential sworn candidates to other agencies that offer hiring bonuses (Huntersville and Gastonia). When questioned why they chose the other police department over Pineville, each candidate stated the hiring bonus played a significant role in their decision to choose the other agency.

Currently, the police department is down two positions in our 911 Center and eight sworn positions. The national market for employees is extremely tight. For instance, the U.S. Department of Labor estimates there are 60 applicants available for every 100 open positions. Compounding this issue further is the Pineville Police Department is not competitive in our local market (Mecklenburg County). For example, seven police departments offer hiring bonuses.

Since the George Floyd incident in 2020, we have seen a decline in applications for open positions in the police department, and recently, we have seen an exodus of employees, sworn officers and telecommunicators. Research from the Police Executive Research Forum (PERF) corroborates our observations. For instance, a PERF study found the following:

- PERF contends police agencies, on average, are filling only 93% of the authorized number of positions available.
- PERF research shows that fewer new officers were hired, and resignations and retirements increased in the 2020-2021 period, compared to the previous year.
- PERF found a recent significant increase in resignations, an 18% increase in the resignation rate in 2020-21, as compared to 2019-20.
- PERF research shows there is a 45% increase in the retirement rate in 2020-21, as compared to 2019-20.

To assist us with overcoming these barriers, I respectfully request a budget amendment of \$35,500 to fund hiring bonuses for sworn and telecommunicator positions. We firmly believe adding a hiring bonus to our benefits and compensation package will make us more competitive in a very tight labor market.