

Dallas Police Department Recruit Incentive Plan

April 3, 2006

Issue

- “Difficulties in recruiting and hiring quality personnel have emerged as a critical problem for law enforcement agencies nationwide.” Police Executive Research Forum
- “It’s a very serious national problem – we are all fighting over a limited pool of applicants.” Police Foundation
- “Strengthening methods for recruiting and retaining qualified officers could be emerging as one of the major contemporary challenges facing law enforcement administrators.” Urban Institute

Issue

- “(Police) Staffing problems are being felt coast to coast.” USA Today
- “US cities struggling to recruit officers.” Orange County Register
- “More than 80 percent of the nation’s 17,000 law enforcement agencies have vacancies that many can’t fill.” Washington Post

Issue

- In attempting to attract quality applicants, DPD is in direct competition locally with growing suburban departments. We are also compared with other large cities nationally in terms of employment opportunity.

Current Status Staffing

- DPD has 2.4 officers per thousand population.
- Over the last five fiscal years DPD has realized a net gain of 96 police officers.*
- During this same time period 170 new police officer positions were added to the budget.
- DPD anticipates an increase in the rate of attrition over the next several years due to an aging workforce**.

*The difference between 838 hired and 742 leaving.

**Currently 592 sworn personnel 50+ years old with at least 15 years of service.

Currently 459 sworn personnel 45 – 49 years old with at least 15 years of service.

Current Status

Salaries

- \$42,538 – Average salary of starting recruit among 10 largest Metroplex cities
- \$38,640 – Starting salary for DPD recruit
 - Rank 9th (only Ft. Worth ranks lower)
- \$47,177 – Average salary for “one-year officer*” among 10 largest Metroplex cities
- \$41,690 – “One-year Officer” DPD salary
 - Rank 10th

*One-year officer is a designation and not always a measure of one year of total service

Recruit Incentive Proposal

- Provide a \$10,000 incentive to recruits in two steps:
 - \$6,000* upon graduation from the Academy (32 weeks)
 - \$4,000 upon completion of probation (82 weeks)
- This package places DPD within 3% of the average of the 10 largest metroplex cities in salary compensation after 2 years of employment.

*Recruits currently receive a \$1,000 bonus upon graduation from the Academy

Proposed Option

1st Year							
Payment	Time	Job Title	Current Incentive	Current Amount Earned By Period	Milestone	Proposed Incentive Amount	Proposed Amount Earned by Period
1	32 Weeks (8 Months)	Police Officer Trainee	\$1,000	\$24,778.00	Graduate from Academy and Promote to Police Apprentice Officer	\$6,000	\$29,778.00
2	52 Weeks (12 Months)	Police Apprentice Officer		\$39,789.00	Complete Academy and Promote to Police Apprentice Officer		\$44,789.00
1st 12 Month Sub Total			\$1,000	\$39,789.00	Completion of First Year of Employment	\$6,000	\$44,789.00
2nd Year							
3	56 Weeks (13 Months)	Police Apprentice Officer		\$3,002.00	Complete Apprentice Training and Promote to Police Probationary Officer		\$3,002.00
4	82 Weeks (19 Months)	Police Probationary Officer		\$22,712.00	Complete Probationary Period and Promote to Police Officer	\$4,000	\$26,712.00
	104 Week (24 Months)	Police Officer		\$40,350.00	Promote to Step 2		\$44,350.00
2nd 12 Month Sub Total			\$0.00	\$40,350.00	Completion of Second Year of Employment	\$4,000	\$44,350.00
Total Incentive Lump Sum Payments Received			\$1,000			\$10,000	
Total Earned in 1st 24 Months				\$80,139.00			\$89,139.00

Effect of Incentive

- *Prior to Incentive*
- **\$41,690** – “One-year officer” DPD salary
 - Rank 10th*
- *After Incentive*
- **47,690** – “One-year officer” DPD salary plus incentive
 - Rank 5th

*Ranking based on average salary of \$47,177 for 10 largest metroplex cities.

Implementation

- Program would become effective on 4/1/06.
- Officers currently in Field Training or on probation would be eligible for the probationary portion of the incentive upon completion of probation (\$4,000).
- All recruit officers currently in the Academy would be eligible for the entire incentive upon completion of the Academy (\$6,000) and probation (\$4,000).

Projected Costs*

Implementation 4/1/06

- **FY 05/06** **\$717,000**
 - Academy Graduation Bonus - \$485,000
 - 97 Recruits
 - Probation Completion Bonus - \$232,000
 - 58 Officers

- **FY 06/07** **\$1,998,000**
 - Academy Graduation Bonus - \$1,250,000
 - 250 Recruits
 - Probation Completion Bonus - \$748,000
 - 187 Officers

- **FY 07/08** **\$2,250,000**

*does not include current \$1,000 graduation bonus

Next Step

- Consider other pay elements during FY 06/07 budget process that recognize:
 - Education
 - Training
 - Tenure
 - Other Skills Recognition

Questions