



Kensington Police Protection & Community Services District

Item #5

Date: October 14, 2021
To: Board of Directors
From: Rick Benson, Interim General Manager
Mike Gancasz, Police Chief
Subject: Police Officer Signing and Referral Bonus

Recommendation

Approve a \$3,000 signing bonus for new officers and a \$1,000 bonus for district employees responsible for referring candidates ultimately hired by the department.

Background

In order to enhance and improve the service to the public, the Kensington Police Department has gone through a great deal of change over the last two years. The force has purposely seen significant turnover. Several new officers have been added while others have left the force. Recruitment of officers has been an ongoing endeavor with mixed results.

During the same time period, much as happened to the profession outside the control of our local department. Many individuals have chosen to leave police service and there are fewer young recruits moving into the career. These market forces have made it even more difficult for our department to recruit and retain good officers.

Discussion

Currently, staffing of the Kensington Police Department is at a critical stage. During the last few weeks two officers have decided to move on to other departments. It is becoming more and more difficult to recruit qualified applicants at precisely the time they are most needed.

This problem is not unique to Kensington and more and more Departments have turned to offering a signing bonus for new officers who come to their departments and make a commitment to stay for a specified period of time. It has become so common that new recruits are now expecting to see a signing bonus in their initial offering.

Rationale for Recommendation

In order to assist in being competitive in recruiting officers the District needs to increase the incentive. A signing bonus in the amount of \$3,000 is one way to attract new recruits. In addition, it is also deemed helpful to make sure that other members of the KPPCSD staff are actively working to bring new individuals into the department's ranks. Therefore, a bonus of \$1,000 is recommended to any KPPCSD employee responsible for referring a new officer. Both of these bonuses will be structured in such a manner so that they will only be paid in full after the new recruit serves for a designated period of time.

Financial Impact

The financial impact is dependent upon the number of new officers recruited, therefore, the amount is unknown. However, given the number of vacancies within the force, funds are more than adequate due to salary savings.