

**CITY OF JOPLIN
COUNCIL AGENDA ITEM**

ITEM

Council Bill 2022-604– approving a Recruitment Incentive Program for police officer applicants.

MEETING DATE

April 4, 2022

ORIGINATING DEPT

Police Department

ATTACHMENTS

Recruitment Incentive Program Overview, Recruitment Incentive Program Agreement, Referral Incentive Program Agreement

REVIEWED BY

Dept. Head: Police Chief Sloan Rowland; Director of Finance: Leslie Haase; City Attorney: Peter Edwards; City Manager: Nicholas Edwards

SUMMARY

This Council Bill approves the adoption of a Recruitment Incentive Program for qualified police officer applicants.

BACKGROUND

The ability to recruit, hire, and retain police officers has become increasingly difficult in light of recent events nationwide. The Joplin Police Department has been affected by these conditions which are reflected in current staffing levels. Currently the police department has twelve police officer vacancies with anticipation of three retirements this year alone, as well as additional vacancies expected. In an effort to hire qualified police officers who do not require basic law enforcement certification, we are proposing this recruitment incentive program. The hiring of these qualified police officer applicants would expedite the deployment of trained police officers in the community by reducing their training requirement by a minimum of six months. The referral incentive for City employees will also aid in recruiting efforts.

FUNDING SOURCE

This program will be funded by the public safety sales tax.

RECOMMENDATION

Staff recommends adoption of this Council Bill on an Emergency basis; being an ordinance dealing generally with payment of current city government expenses, to be an emergency within the meaning of Section 2.12(3) of the HOME RULE CHARTER of the City of Joplin, Missouri, and as such, this Ordinance shall become effective immediately upon its passage.