

POLICE HIRING INCENTIVE PROGRAM FOR POLICE RECRUITS

I. PURPOSE:

The following guideline is to establish the policies and procedures for the Police Hiring Incentive Program for Police Officer applicants who successfully complete the Police Academy with the City of Little Rock Police Department.

II. RESPONSIBILITY:

Responsibility for this guideline rests with the City Manager.

III. POLICY:

The City is offering a cash incentive in an effort to encourage people to apply to become City of Little Rock Police Officers and successfully complete the Police Academy. The amount of cash incentive will be designated by the City Manager at the beginning of the recruitment cycle for that Recruit Class.

IV. PROCEDURE:

- A. At the beginning of the recruitment cycle for a Recruit Class, applicants will be notified of the amount of the incentive.
- B. At the conclusion of the Police Academy marked by a Graduation Ceremony, employees will receive a lump sum payment in the amount designated for that recruitment cycle.
- C. Before the lump sum cash payment is received, employees must sign the acknowledgement that they agree to pay back the incentive upon the length of service requirements in paragraph D below.
- D. A Police Officer who leaves employment with the City of Little Rock Police Department before one (1)-year after graduation from the Academy will return 100% of the incentive payment. A Police Officer who leaves employment with the City of Little Rock Police Department after more than one (1)-year, but less than two (2) years, after graduation from the Academy will return 50% of the incentive payment.
- E. Only exception to paragraph IV (D) will be those Police Officers who receive the incentive but then must later resign for medical reasons.

Approved:



Bruce T. Moore
City Manager