

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
AUGUST 20, 2024 AGENDA**

Subject:	Action Required:	Approved By:
<p>Resolution to authorize a policy hiring incentive program for the Police Officers.</p> <p>Submitted By:</p> <p>Human Resources</p>	<p>Ordinance √ Resolution</p>	<p>Emily Cox Acting City Manager</p>
<p>SYNOPSIS</p>	<p>This resolution allows the City to provide a one (1) time incentive payment of \$10,000.00 to police officer applicants who successfully complete the Police Academy with the City of Little Rock Police Department and for newly hired lateral hires.</p>	
<p>FISCAL IMPACT</p>	<p>The total cost for this service is dependent upon the number of police officer applicants who successfully complete the Police Academy with the City of Little Rock Police Department and for newly hired lateral hires. The cost is \$10,000 per person. Funding for this will be paid from the LRPD budget.</p>	
<p>RECOMMENDATION</p>	<p>Approval of the resolution.</p>	
<p>BACKGROUND</p>	<p>A few years ago, the City Manager prepared a Police Officer Hiring Incentive Program in an effort to recruit more Police Officers. The program provides a one (1) time incentive payment for Police Officer applicants who successfully complete the Police Academy with the City of Little Rock Police Department and for newly hired lateral hires. Employees who take advantage of the one (1) time opportunity must remain employed with the City for a minimum of two (2) years. Staff would like for the Board of Directors to consider the existing incentive program.</p> <p>Year to date, 51 recruits have qualified for a total cost of \$510,000.00. In 2023, 31 recruits qualified for a total cost of \$310,000.00</p>	

**BACKGROUND
CONTINUED**

If the Officer is separated from employment with the City for any reason prior to effective date, except as provided herein, or ceases to work for the City in the capacity of a Police Officer, he or she agrees to reimburse the City for the hiring incentive as follows:

- If the Officer ceases to be employed by the City in the capacity of a Police Office for one (1) year after the effective date, he or she shall reimburse the City for one hundred percent (100%) of the hiring incentive in the amount the Officer received.
- If the Officer ceases to be employed by the City in the capacity of a Police Office after he/she has served in that capacity for one (1) year after the effective date, but less than two (2) years after the Effective date, he or she shall reimburse the City for fifty percent (50%) of the hiring incentive in the amount the Officer received.

The only exception to this repayment shall be in the event a LRPD Police Officer who has received the Hiring Incentive but must resign for medical reasons, which resignation has been acknowledged by the City on that basis.