

POLICY BRIEFING: Overview of MPD Incentive Utilization / Attrition and National Police Department Incentive Programs

The following is a brief analysis of the utilization of MPD’s incentive program(s) during 2022 and 2023 as well as an overview of some incentive programs being used across the country. As incentive programs have seen an increase in use nationally, it is clear that these programs vary significantly, and the approach adopted for a specific municipality may be impacted by a number of factors. These numbers are continuously evolving and this briefing attempts to capture a snapshot of current landscape as best as possible.

Minneapolis, MN

Proposed Incentives

- \$18,000 to eligible current police officers (3 installments spread across 2.5 years)
- \$15,000 in incentive bonuses for new hires.

Review of Previous Incentive Utilization

Minneapolis Police Department Incentives and Attrition			
	2022 Received Incentive	2023 Received Incentive	Total Attrition Since 4/23/22
Received 1 st Payment			36
Received 1 st and 2 nd Payment			45
Did Not Receive Payment			26
TOTAL	593	55	107*
	648		

**107 Breakdown: 73 Officers, 23 Sergeants, 11 Lieutenants*

Phoenix, AZ¹

Incentive Program(s)

- \$7,500 hiring bonus for both police officer recruits and lateral sworn officers
 - Police recruits will receive the incentive in three installments, \$2500 at hire, \$2500 upon graduating the Phoenix Regional Police Academy and \$2500 after successful completion of a one-year probationary period.
 - Lateral sworn officers will receive two incentive payments, \$3750 when sworn in as a Phoenix Police Officer and \$3750 after successful completion of a one-year probationary period.

¹ [Phoenix Police Offer \\$7500 Hiring Bonus](#)

- \$2,500 referral bonus for current city employees who refer individuals to the police department
 - \$1250 when the applicant is hired, \$1250 after the new officer's successful completion of a one-year probationary period

Baltimore, MD²

Incentive Program(s)

- \$5,000 signing bonus to all those joining the Department.
- \$1,000 per month (\$12,000 total) for Housing Allowance/Relocation Expenses:
 - BPD will be offering \$1,000 per month in housing assistance for new hires for the first year of full-time employment if they live within the Baltimore City limits.
- \$5,000 annually in Student Loan Assistance
- \$5,000 per employee per referral with no cap.
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Cleveland, OH^{3,4}

Incentive Program(s)

- \$1,500 for current sworn officers who agree to stay on staff until Dec. 1, 2024
- \$1,500 for the officers who remain on staff after Dec 1, 2024
- \$5,000 bonus for new cadets
 - \$1,000 distributed when they're hired, \$1,000 when they graduate from the academy, and the final \$3,000 when they complete their probationary period, the mayor said.
- Increase cadets' pay from \$16 an hour to \$24 an hour.

Chicago, IL⁵

Incentive Program(s)

- \$2,500 Bonus: One-time bonus to all officers in 2023
- Recent contract negotiations moved annual pay raise from 2.5% to 5%

Madison, WI⁶

- \$2,000 Bonus: New recruits registered for 2023 academies AND external transfers into lateral academy
- \$500 Bonus for Each Year of Experience: Eligible transfers can receive a \$500 bonus for each year of experience, up to a \$2,000 cap

² [Homeownership Incentives | Baltimore City Department of Housing & Community Development](#)

³ [CLE want to provide retention bonuses to police officers who stay through 2024 \(news5cleveland.com\)](#)

⁴ [Cleveland Police cadets to get pay increase, bonuses \(signalcleveland.org\)](#)

⁵ [Mayor Brandon Johnson agrees to sweeten police contract and extend it for two years - Chicago Sun-Times \(suntimes.com\)](#)

⁶ [MPD offers sign-on bonuses to next class of recruits \(nbc15.com\)](#)

Washington, DC⁷

Incentive Program(s)

- \$25,000 Hiring Bonus
 - \$15,000 when they begin their academy training as an initial hiring bonus.
 - \$10,000 upon successful completion of the academy, all new hires will receive an additional at time of academy graduation.
 - An existing two-year obligated service agreement is required from time of graduation.

Charlotte, NC⁸

Incentive Program(s)

- Charlotte's budget for the 2023 fiscal year puts special emphasis on retaining and investing in police and other city employees. Specifically, it:
 - Increases starting police officer pay by 10.5% in January 2023 (up from a 9% increase in July 2022).
 - Provides a 3% market adjustment (1.5% in July and 1.5% in January) plus a 2.5 to 5% step increase for all eligible public safety pay plan employees.
 - Supports a shift differential incentive of 2.5% beginning Jan. 7, 2023. This incentive will be available for permanent, regularly scheduled work on the second, third and fourth shifts.
 - Enhances the education incentive so there is no up-front cost for employees to receive an associate degree from Central Piedmont Community College.
 - Provides for homeownership assistance through the House Charlotte homeowner assistance program with \$2 million in the program dedicated for city employees.
- \$7,500 hiring bonus for all lateral officers and new police recruits, structured to reward recruits throughout training and after their first year of service with CMPD.

Seattle, WA⁹

Incentive Program(s)

- \$30,000 hiring bonuses for lateral hires from other departments
- \$7,500 bonuses for new recruits
 - Program runs through the end of 2024.
 - The incentives will not apply to rehires who left the department less than two years ago. Anyone who leaves the department after less than five years will have to repay the incentive.

*Plan to hire an additional 500 officers in the next five years by aggressively recruiting police to a department that has lost 460 officers in the past three year. SPD has around 950 sworn staff members, compared to around 1,300 in 2013-19. Harrell wants to bring the department to 1,450.

⁷ [MPD Benefits | joinmpd.dc.gov](https://joinmpd.dc.gov)

⁸ [New Budget Increases Starting Officer Pay by 9% – CMPD Recruitment \(charlottepolicejobs.org\)](https://charlottepolicejobs.org)

⁹ [To boost police hiring, Seattle City Council approves more incentives | The Seattle Times](https://www.seattletimes.com)

*\$289,000 on hiring bonuses in 2022, in addition to the over \$1 million approved for the same purpose in May. Funds pull from salary savings budgeted to police staffing that was not spent due to recruitment issues.

*The council bill also takes \$228,000 out of the salary savings to establish four new recruiter positions under the city's Human Resources Department.

Paradise, CA¹⁰

Incentive Program(s)

- \$100 bonus to any town employee who successfully recommends an entry-level public dispatcher.
 - An employee who successfully recommends a lateral public safety dispatcher would receive a \$300 bonus.
- \$5,000 bonus to an entry-level public safety dispatcher who gets hired.
 - \$2,500 at the time of the hire, \$2,500 when they complete their probationary period.
- \$10,000 bonus for new lateral public safety dispatcher
 - \$5,000 at the time of their hire, \$5,000 at the successful completion of their probationary period.
- City employee referral bonus of \$300 for a successful police officer trainee, \$500 for a successful police officer who graduates from the academy, and \$1,000 for a successful lateral police officer.

- Police officer applicant sign-on bonus
 - Entry-level police officer a bonus of \$5000, \$2500 when hired, and \$2500 when they complete their probation. That bonus won't change for entry-level police officers who graduate from the academy.
 - \$40,000 for lateral police officer
 - \$15,000 at the time of the hire, \$15,000 when they complete probationary period, \$10,000 when annual review is completed successfully
- Some of the other features of the incentive program include:
 - Lateral credited leave bank: When a lateral police officer or lateral dispatch applicant is hired, they receive a one-time 80 vacation hours and 80 sick leave hours credited into their leave bank.
 - Relocation assistance: A police officer or dispatcher applicant that resides 60 or more miles away from the town of Paradise is eligible for a one-time relocation assistance payment of \$1,000 if within 30 days of hire date, he or she moves to a location within a 20 miles radius of the town of Paradise.
 - 3-year commitment: Included in the conditional job offer will be language that the applicant agrees to a commitment of three years.

Baton Rouge, LA¹¹

¹⁰ [Paradise council approves police incentive program – Chico Enterprise-Record \(chicoer.com\)](#)

¹¹ [Grappling with officer shortages, Baton Rouge police hope pay incentives attract new recruits | Crime/Police | theadvocate.com](#)

Incentive Program(s)

- \$15,000 for new hires who have already received training and remain with the department for one year after completing the 2023 police academy
- \$10,000 for new hires who haven't received previous training and stay with the department for one year after completing the academy

* The incentives will be funded with federal American Rescue Plan Act money already appropriated to BRPD by the East Baton Rouge Parish Metro Council, which will vote to approve the proposal later this year.

Antioch, CA¹²

Incentive Program(s)

- \$40,000 per lateral officer hire and a
 - \$30,000 per entry level hire
- * Payments are distributed over a period of five-years.

Anaheim, CA¹³

Incentive Program(s)

- \$15,000 for new lateral officer hire
 - The first installment of \$5,000 will be paid the first full pay period following the first date of employment
 - The second installment of \$5,000 will be paid after the first full pay period following successful completion of the field training program
 - The third installment of \$5,000 will be paid after the first full pay period following successful completion of probation Police Department Hiring Incentive Program
- \$10,000 for newly hired Trainee Officers
 - The first installment of \$3,000 will be paid after the first full pay period following the first date of employment
 - The second installment of \$3,000 will be paid after the first full pay period following successful completion of the field training program
 - The third installment of \$4,000 will be paid after the first full pay period following successful completion of probation Requirement:
- \$5,000 signing bonus to both lateral and officer trainees who are military veterans. Requirements:
 - The Military Veteran must have been honorably discharged from the armed services and submit appropriate documentation
 - The first installment of \$2,000 will be paid after the first full pay period following the first date of employment
 - The second installment of \$3,000 will be paid after the first full pay period following successful

¹² [Antioch Agrees to Extend Incentive Program to Attract Police Officers \(contracosta.news\)](#)

¹³ [Staff Report 33480.pdf \(anaheim.net\)](#)

- completion of the field training program
 - Both lateral and trainee applicants are eligible for the incentive. The incentive for laterals and new trainee officers is effective and shall only apply to those candidates applying to newly posted recruitments reflecting such incentive, occurring after City Council approval.
 - \$2,000 for permanent, active, full-time Police Department employees who refer a police officer applicant (lateral or trainee) that is successful in the hiring process
 - The first installment of \$1,000 will be paid the first full pay period following the successful new employee's hiring Police Department Hiring Incentive Program April 12, 2022
 - The second installment of \$1,000 will be paid after the first full pay period following the new employee's successful completion of the field training program Requirements:
 - Eligible Police Department employees shall be permanent, full time, active Police Department employees and must be in this same status at the time the incentive payment is disbursed
 - Eligible Police Department employees shall be in good standing with the department and the city, as evidenced by an employee's personnel file and determined by the Police Chief
 - The officer candidate shall clearly indicate the APD employee's full name and position title on the submitted application. Once submitted, the application shall not be amended to include the referring employee.
 - Staff serving in any capacity of recruitment and/or personnel (Police Department) during any period of the application/recruitment process shall not be eligible for the incentive
- * The estimated cost to implement the hiring incentive program is approximately \$750,000.

Average Police Salary by State

Top 10 States for Average Officer Pay¹⁴

- California: Average police officer salary is \$105K+
- Alaska: Average police officer salary is \$87K+
- New Jersey: Average police officer salary is \$86K+
- Washington: Average police officer salary is \$80,200
- Hawaii: Average police officer salary is \$78,720
- Illinois: Average police officer salary is \$78,350
- New York: Average police officer salary is \$77,490
- Colorado: Average police officer salary is \$75,720
- Delaware: Average police officer salary is \$73,740
- Nevada: Average police officer salary is \$73,660

Bottom 10 States for Average Officer Pay¹⁵

- Mississippi average police officer salary: \$36,290
- Arkansas average police officer salary: \$40,570
- Louisiana average police officer salary: \$42,470
- South Carolina average police officer salary: \$43,520
- West Virginia average police officer salary: \$44,450
- Georgia average police officer salary: \$44,700
- Tennessee average police officer salary: \$45,370
- Alabama average police officer salary: \$46,510

¹⁴ [Here's How Much Money Police Officers Earn In Every State \(forbes.com\)](https://www.forbes.com)

¹⁵ [Here's How Much Money Police Officers Earn In Every State \(forbes.com\)](https://www.forbes.com)

- Kentucky average police officer salary: \$46,720
- North Carolina average police officer salary: \$47,340