

Memorandum

To: Selectboard

Cc:

From: Michael Ramsey, Town Manager

Re: Recruitment and Retention Plan for Police

Date: April 22, 2024

Issue:

Like in most towns throughout the country, our Police Department is struggling to fill vacant patrol officer positions.

Discussion and Recommendation:

Town Staff is recommending that the following incentives be offered to encourage the recruitment and retention of police:

- Sign-on Bonus
 - Up to \$10,000
 - Up to \$5,000 will be awarded after FTO/Training and the remainder after 1 year of employment following a performance evaluation.
- Retention Bonus
 - 5 + years of full-time service: \$5,000
 - 10+ years of full-time service: \$8,000
- Qualification Bonus
 - Paramedic, EMT, Wilderness Qualification: Up to \$1,500 Sign-on Bonus or \$.50 hourly wage increase upon completion of each qualification.
- Physical Fitness Bonus
 - The Cooper Standard Physical Fitness Test is a physical fitness assessment given to police officers.
 - An officer receiving a score over 50% will receive a \$500 bonus annually upon completion of testing and proof of performance.
- Retirement Benefits (Recommended for implementation in FY26)
 - Offer Group C VMERS to Emergency Service Personnel. This will require formal adoption by the Selectboard.
- Recruiter
 - The town will contract with a recruiter to fill positions as needed.

Cost:

The town has budgeted for 4 patrol officer positions. To keep costs within budget, 1 position will be left vacant. The estimated cost to implement the recommendations listed here over the next 2 years (not including Retirement Benefits) is \$25,000 per annum.

Enclosed:

Hourly Pay Rate Comparison/VMERS Group Comparison