



Kensington Police Protection & Community Services District

Item #5

Date: November 11, 2021
To: Board of Directors
From: Rick Benson, Interim General Manager
Mike Gancasz, Police Chief
Subject: Police Officer Retention Bonus

Recommendation

Approve a retention bonus for officers continuing to serve in the Kensington Police Department.

Background

In order to enhance the ability to recruit officers to the Kensington Police Department, on October 26, 2021 your Board approved a signing bonus in the amount of \$10,000 for new officers willing to join the department. At that same meeting, your Board directed staff to bring back a similar proposal for current officers to the next regular Board meeting.

Discussion

Currently, staffing of the Kensington Police Department is at a critical stage. Our officers are constantly being scouted by other departments. Two officers have recently decided to accept offers to move on. At the same time, it is becoming more and more difficult to recruit qualified applicants to fill vacancies.

Rationale for Recommendation

As you are aware, the department has significantly improved. In order to counter the lure of other departments and retain the services of those officers who now serve the Kensington community a retention bonus similar to the recently approved signing bonus is recommended.

Except for any current officer who has not yet completed their probationary period, it is proposed that the bonus be structured similarly to the signing bonus given to new officers. An officer on probation will receive their first bonus immediately after reaching permanent status. Under this proposal the remaining officers currently on the force will receive a bonus as follows:

- \$2,000 if continuing to serve as of February 1, 2022
- \$2,000 if continuing to serve as of July 1, 2022
- \$2,000 if continuing to serve as of February 1, 2023
- \$2,000 if continuing to serve as of July 1, 2023
- \$2,000 if continuing to serve as of February 1, 2024

It should also be noted that since this is a change in compensation it is subject to approval by the officers' association.

Financial Impact

The maximum possible impact is approximately 50,000. Given the number of vacancies within the force, salary savings this year alone are more than adequate to cover these incentives.