



City of Racine, Wisconsin
Common Council

AGENDA BRIEFING MEMORANDUM

COMMITTEE: Finance and Personnel LEGISLATION ITEM #: 0193-23

AGENDA DATE: February 27, 2023

DEPARTMENT: Human Resources

Prepared By: La’Neka Horton

Reviewed By: Kathleen Fischer

SUBJECT: Communication sponsored by Mayor Mason, requesting a \$5,000 hiring bonus for all persons hired to be Police Officers, hired after March 7, 2023, until hiring bonus funds are exhausted.

EXECUTIVE SUMMARY: Hiring bonus for all persons hired to be Police Officers hired after March 7, 2023, until hiring bonus funds are exhausted.

BACKGROUND & ANALYSIS: RPD is facing serious challenges in filling our Police Officer vacancies. As vacancy numbers increase because of increased turnover, Officers are overworked and experiencing burnout. The main goal of the City is to attract a wide range of qualified, diverse candidates.

BUDGETARY IMPACT: Estimated cost of the program will be \$100,000. \$40,000 of the funding is available from the Local Law Enforcement Agency Grant-ARPA. Org and object: 20121 50100 31063. \$60,000 of the funding is available in ARPA-City org and object: 22931 50100. These funds are available through 12/31/2024.

RECOMMENDED ACTION: To approve a \$5,000 hiring bonus for all persons hired to be Police Officers, hired after March 7, 2023, until hiring bonus funds are exhausted.

ATTACHMENT(S):