

## **Summary of actions derived from February 23, 2023 Ordinance in relation to Police pay and benefits continuation and retention incentives**

### **Incentives to address the current and projected shortage of police officers within APD<sup>1</sup>.**

- 4% increase for all Officers below the rank of Assistant Chief<sup>2</sup>
- A financial incentive totaling \$15,000 for new cadets<sup>3</sup>
  - \$2,500 - cadet training academy;
  - \$5,000 - completion of the APD cadet training academy as shown through TCOLE certification.
  - \$2,500 - completion of APD field training.
  - \$5,000 - successful completion of the APD probationary period.
- Financial component to incentivize current APD officers to remain with APD<sup>4</sup>.
  - A lump sum payment to all Officers of \$2,500 to be paid with the first full pay period in January of 2024;
  - A lump sum payment to all Officers of \$2,500 to be paid with the first full pay period October of 2024 (pending appropriations for FY 24).
  - Create additional base pay STEP increase at year 23 at 3%.
- A lump sum amount of \$2,000 per officer, should a one-year Meet and Confer Agreement be reached and approved by the APA membership and City Council by May 4, 2023.

### **The following pays and benefits will continue in effect as directed by City Council:**

Longevity Pay, Field Training Officer Pay, Mental Health Certification Pay, Bilingual Pay, Shift Differential, Assistant Chiefs Pay, Clothing Allowance, Education and Certificate Pay, Overtime, On Call Pay, Court Time, Call Back Pay, Sick Leave Accrual and Caps (with minor modifications), Christmas Holiday, and Vacation Accrual Rates and Caps.

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<sup>1</sup> These incentives are based upon the components set out by Council, with the exception that a residency incentive program for APD officers appears to be unavailable outside the labor contract because of restrictions in TLGC Chapter 143.

<sup>2</sup> Beginning with the first full pay period after April 1, 2023

<sup>3</sup> Beginning with the first training academy after April 1, 2023 and ending March 31, 2024

<sup>4</sup> Applies to all officers employed with the department on the date of the Ordinance