IMLA

2023

Some realities

- Retirements or simply leaving police services-all time high
  - Retirees are most experienced officers/supervisors
- Notwithstanding dramatic recruitment efforts-few applicants
  - Defund Police
  - Perception of lack of public support
  - Perception of lack of leadership support
- Crime rising

https://www.washingtonexaminer.com/restoring-america/fairness-justice/cities-compete-police-officers-bonuses-hiring-incentives-shortages

A survey from the Police Executive Research Forum found police officer resignations increased 42.7% between 2019 and 2021, contributing to a dip nationally in the number of officers available to respond in departments across the country.

> The New Orleans Police Department fell as much as 500 officers short of what the city budgeted for by June of this year, with projections that the force size would fall further.
>
> Earlier this month, New Orleans officials approved a plan that would offer new recruits $30,000 in bonuses over their first three years on the job.

Over the summer, Atlanta offered its existing police officers up to $4,000 in bonuses to stay on the force.

Portland Oregon

The police bureau was more than 300 officers short of the 1,100 officers its chief said the force required as of this summer.

In order to attract experienced officers, the city began offering $25,000 bonuses this year to police officers who've worked in other departments and smaller ones to rookie officers.

Even so, Portland has had trouble finding qualified applicants. A recent report showed that last year, the police bureau conducted 568 background checks on applicants but hired just 27 of them.

Montgomery Co. rolls out $20K signing bonuses for new police officers

Jack Moore | jmoore@wtop.com
February 22, 2023, 1:07 PM

Topics › Recruiting

Email Print

10 lateral transfer signing bonuses that caught our eye

One New Hampshire department is offering a $15K bonus for all lateral moves

Oct 11, 2022

By Ashley Silver
Police1

https://www.pbs.org/newshour/nation/in-years-leading-to-killing-of-tyre-nichols-memphis-police-lowered-the-bar-for-hiring



In years leading to killing of Tyre Nichols, Memphis police lowered the bar for hiring

Nation Feb 7, 2023 10:41 AM EDT

The department offered new recruits $15,000 signing bonuses and $10,000 relocation allowances while phasing out requirements to have either college credits, military service or previous police work. All that's now required is two years' work experience — any work experience. The department also sought state waivers to hire applicants with criminal records. And the police academy even dropped timing requirements on physical fitness drills and removed running entirely because too many people were failing.

A big part of the reason for the dwindling ranks is that more than 1,350 officers either resigned or retired over the past decade — more than 300 in the last two years alone.

In an interview with the AP last week, Davis said a lack of supervisors was a particular concern, noting that 125 new supervisor slots have been approved by the city but still not filled.



Lateral Transfer

$15,000 signing bonus for lateral transfers with 2+ years' experience & California P.O.S.T Certificate

Feedback

The perfect storm for municipalities…

- Experienced officers leaving in greater numbers than ever, to include veteran officers and supervisors with years of service and institutional knowledge.
- Not as many applicants overall and a diminished number of qualified applicants.
- Fill spots with inexperience at all levels
- Higher Crime
- Higher rates of litigation

18 Year Old Hiring Policies

https://www.lawfareblog.com/how-young-too-young-be-police-officer

- One state stands out for its attention to this issue. In 2021, California state legislators, relying on past actions taken to change how the state treats young people accused of crimes, proposed a bill to increase the minimum age for police hiring to 25 years old. After pushback from law enforcement, they were only able to pass the bill with a 21-year-old minimum hiring age, up from the previous minimum of 18.

Cont’d

- Another concern is how emerging adult police officers’ psychosocial immaturity will affect them in a potential use-of-force situation. Emerging adults are more likely than older adults to perceive a threat where there is none, and their judgment becomes even more inaccurate under high-stress circumstances. This means that emerging adult police officers may be more likely than older officers to perceive an innocuous object as a threatening one—say, a gun—and they are more likely to respond with force before they realize their mistake.

Cont’d

- While not enough is known about how age influences policing, what is known about emerging adult development should give us pause. Emerging adults lack the capacities that are necessary to effectively engage in police work, and the job itself exposes them to occupational and legal socialization and trauma that make emerging adult police likely to perpetuate some of the most problematic aspects of policing. While hiring older officers will not change policing completely, nor overnight, increasing police hiring ages is an important harm reduction measure that cannot be ignored.

2016 Survey By IADLEST

36 States Allow Some Period of Work Before Attending Police Academy

Recruiting is Going to Require More than Money…

Employees want Security of Future

More and More Officers Criminally Charged

Mistakes of Professional Judgment-Let’s Compare

Rebuilding Social Capital

Two-Way Street

Some Statistics-Windows of Opportunity

https://bjs.ojp.gov/library/publications/contacts-between-police-and-public-2020

- About 21% (53.8 million) of U.S. residents age 16 or older had contact with police in 2020.
- A smaller share of persons had contact with police in 2020 (21%) than in 2018 (24%).
- In 2020, females (12%) were more likely than males (11%) to initiate contact with police, while males (11%) were more likely than females (9%) to experience police-initiated contact.
- Among U.S. residents who initiated their most recent contact with police, almost half (49%) did so to report a possible crime.

- **Resident contact with police was lower in 2020 than in 2018**
- In 2020, about 21% of U.S. residents age 16 or older (more than 53.8 million persons) had contact with police in the past 12 months **(table 2)**. This was down from 24% (61.5 million) in 2018 but similar to the 21% (53.5 million) in 2015. The decrease in police contact was driven by a lower percentage of resident-initiated contact in 2020 (11%) than in 2018 (14%).

- In 2020, black (6%) and Hispanic (3%) persons were more likely than white persons (2%) to experience the threat of force or nonfatal use of force during their most recent contact with police. The threat or use of force was more commonly experienced by those who were male (4%) than female (1%). Persons ages 16 to 24 (4%) were twice as likely as those age 45 or older (2%) to report the threat or use of force.
- In 2020, about 31% of residents who were most recently involved in a police-initiated or traffic accident-related contact perceived police's threat or use of force as necessary, while 46% saw it as excessive. These percentages are not statistically different from 2018.