

Issue Analysis Form



Date: October 26, 2021

Item: Hiring Incentive

Lead Department(s): Police

Contact Person(s): Keith Early

Description and Current Status

On January 12, 2021 the County received \$36,310 in Department of Criminal Justice Services Police Recruitment and Retention funding. Those funds have been accounted for in the Police Grants department code, and a re-appropriation was requested to use those funds in FY22.

Permission is requested to utilize these funds as a hiring incentive. A one-time payment of \$2,000.00, upon completion of all training, would be paid to new non-certified police officer hires. A one-time payment of \$4,000.00, upon completion of all training, would be paid to new pre-certified police officer hires. The incentive payment would be payable to the new hire within one month of the Police Department submitting paperwork to Human Resources and Finance. We will work with the County Attorney to create any necessary agreement or forms.

This hiring incentive initiative would continue until the funding source has been depleted.

Government Path

Does this require IDA action? Yes No

Does this require BZA action? Yes No

Does This require Planning Commission Action? Yes No

Does this require Board of Supervisors action? Yes No

Does this require a public hearing? Yes No

If so, before what date? Yes No

Fiscal Impact Statement

\$36,310 of funding provided by the Department of Criminal Justice Services.

County Impact

Potential for more efficient and effective hiring for the positions of police officer. There is no fiscal impact to the County.

Notes

None

Board of Supervisors
County of Prince George, Virginia

Resolution

At a regular meeting of the Board of Supervisors of the County of Prince George held in the Boardroom, Third Floor, County Administration Building, 6602 Courts Drive, Prince George, Virginia, this 26th day of October, 2021:

Present:

Floyd M. Brown, Jr., Chairman
Marlene J. Waymack, Vice-Chair
Alan R. Carmichael
Donald Hunter
T. J. Webb

Vote:

A-7

On motion of _____, seconded by _____, which carried unanimously, the following Resolution was adopted:

RESOLUTION: AUTHORIZATION FOR ONE-TIME HIRING INCENTIVE FOR NEW POLICE OFFICERS.

WHEREAS, On January 12, 2021 Prince George County received \$36,310 in Department of Criminal Justice Services Police Recruitment and Retention funding; and

WHEREAS, On January 26, 2021, the Board of Supervisors of Prince George County authorized the appropriation of \$36,310 Department of Criminal Justice Police Recruitment and Retention Funds.

NOW, THEREFORE BE IT RESOLVED that the Board of Supervisors of the County of Prince George this 26th day of October, 2021, hereby authorizes a one-time payment of \$2,000, upon completion of all training, to new, non-certified police officer hires and a \$4,000 payment, upon completion of all training, to new, pre-certified police officer hires. Payment of these hiring incentives will continue until the Recruitment and Retention funding source is depleted.

FUND/ORGANIZATION

AMOUNT

General Fund

Expenditures:

Police Grants – DCJS Police Recruitment & Retention
0100-03-100-0602-46095

\$36,310

A Copy Teste:

Percy C. Ashcraft
County Administrator