

## CITY COUNCIL RESOLUTION

WHEREAS, the Memphis City Council has worked diligently with the Administration to recruit police officers to the City of Memphis; and

WHEREAS, the Mayor convened a task force comprised of representatives from the private sector and City of Memphis government; and

WHEREAS, many ideas and strategies came out of this group to assist the Memphis Police Department in its recruitment efforts; and

WHEREAS, the Memphis City Council feels it is necessary to explore all options to ensure that every opportunity is exhausted to recruit the best people to fill these vacant positions; and

WHEREAS, implementing a hiring bonus, offering relocation expenses and loan forgiveness would provide an extra incentive in recruiting officers.

NOW, THEREFORE, BE IT RESOLVED That the Memphis City Council requests Human Resources in conjunction with Police Services to hereby provide the following incentives:

Hiring Bonuses: Total \$10,000.00 to be disbursed as follows:

- \$2,500 – completion of academy
- \$2,500 – 6 months after completion of academy
- \$2,500 – completion of 1<sup>st</sup> year
- \$2,500 – completion of 18 months

College: Loan Forgiveness

Up to \$5,000

Officer will receive upon completion of third year after probation with Police Services.

Relocation Expenses:

Up to \$3,500 to move within Shelby County (must provide receipts)

Up to \$5,000 to move with the City of Memphis (must provide receipts)

BE IT FURTHER RESOLVED That should any officer receiving these incentives work for less than four years after probation he shall be required to pay back a prorated amount of all incentives received to the City of Memphis.

BE IT FURTHER RESOLVED That such incentives will cease to be offered once Police Services reaches its approved complement.