

City of Fayetteville Staff Review Form

**2021-0531**

**Legistar File ID**

**7/20/2021**

City Council Meeting Date - Agenda Item Only  
N/A for Non-Agenda Item

Mike Reynolds

7/2/2021

POLICE (200)

**Submitted By**

**Submitted Date**

**Division / Department**

**Action Recommendation:**

Staff recommends approval of a sign-on awards package for new law enforcement officers and a budget adjustment in the amount of \$87,500.

**Budget Impact:**

1010.200.2940-various

General

Account Number

Fund

Project Number

Project Title

**Budgeted Item?** No

Current Budget \$ -

Funds Obligated \$ -

Current Balance **\$ -**

**Does item have a cost?** Yes

Item Cost \$ 87,500.00

**Budget Adjustment Attached?** Yes

Budget Adjustment \$ 87,500.00

Remaining Budget **\$ -**

V20210527

**Purchase Order Number:** \_\_\_\_\_

**Previous Ordinance or Resolution #** \_\_\_\_\_

**Change Order Number:** \_\_\_\_\_

**Approval Date:** \_\_\_\_\_

**Original Contract Number:** \_\_\_\_\_

**Comments:**



**MEETING OF JULY 20, 2021**

**TO:** Mayor and City Council  
**FROM:** Mike Reynolds, Chief of Police  
**DATE:** July 2, 2021  
**SUBJECT:** **Sign-on Awards Pay for Law Enforcement Officer**

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**RECOMMENDATION:**

Staff recommends approval of a sign-on awards package for new law enforcement officers and a budget adjustment in the amount of \$87,500.

**BACKGROUND:**

In 2020, the Fayetteville Police Department experienced a 25% decrease in police officer applicants compared with the previous five-year average. In 2021, the Fayetteville Police Department has experienced a 63% decrease in police officer applicants compared with the previous five-year average. A sign-on award is designed to entice prospective employees to apply and join the Fayetteville Police Department. There are currently no other departments in Northwest Arkansas offering sign-on awards; however, the Jacksonville Police Department and the Little Rock Police Department are currently using sign-on awards as a recruitment tool. Many other law enforcement agencies in the region and throughout the country have added sign-on awards as part of their compensation package to recruit new employees.

**DISCUSSION:**

Sign-on awards would be paid to new officers based on whether they were certified or non-certified law enforcement officers. Certified law enforcement officers would be eligible for a \$10,000 sign-on award payable in three installments: \$2,000 paid after the certified officer is hired; \$4,000 paid after completion of the Field Training Officer program; and \$4,000 paid after completion of the certified officer's 18-month probationary period. Non-certified law enforcement officers would be eligible for a \$5,000 sign-on award payable in three installments: \$1,000 paid after graduating the Arkansas Law Enforcement Training Academy; \$2,000 after completion of the Field Training Officer program; and \$2,000 paid after completion of the officer's 18-month probationary period. In order to receive any sign-on award, the new officer would be required to commit to remain with the Fayetteville Police Department.

**BUDGET/STAFF IMPACT:**

Funding for the budget adjustment in the amount of \$87,500 would come from unreserved general fund balance for fiscal year 2021. Future funding for sign-on awards pay will be addressed with our annual budgeting process. Sign-on awards pay will have no impact on the approved number of full-time equivalent positions.

**Attachments:**  
Budget Adjustment