

Springville City
Police Certification and Training Compensation Package

Administration

Created: 6/25/2019

Revised:

I. PURPOSE

The purpose of this policy is to set the process by which the Police Department can hire lateral police officers and compensate Springville officers who were self-sponsored through Peace Officer Standards and Training. This policy will replace the Police Hiring Policy - Turnover Buffer.

II. POLICY

The Police Department is authorized to compensate lateral officers and current officers based on their training, experience, and certifications.

III. PROCEDURE

Due to the time and money necessary to complete training, the Police Department and Chief of Police may authorize a "certification and training compensation package" for up to \$10,000 (five-year contractual agreement) for laterals officers and \$5,000 (three-year contractual agreement) for self-sponsored officers.

- a. Every effort should be made to keep the department annual payroll and benefit lines under budget. Thus, offering certification and training compensation packages will occur as staffing needs and budgets will allow.
- b. The compensation amounts will be broken up as follows:

Self-Sponsored Officers - \$1,000 upon hire date and \$1,000 upon completion of field training and \$3,000 upon successful completion of probationary employment.

Lateral Officers - \$2,500 upon hire date, \$2,500 upon completion of field training and \$5,000 upon successful completion of probationary employment.

All certification and training compensation packages will come with contractual agreements wherein compensation will be paid back to Springville City if the employee terminates his/her employment before the agreed upon time.

Upon implementation of this policy, currently employed self-sponsored officers that have a hire date after July 1, 2014 will be eligible to receive a self-sponsored package following the signing of a three-year contractual obligation.

IV. BACKGROUND

Due in large part to police officer applications being down 63% nationwide, the ability to find trained, qualified and certified applicants is next to impossible. Because of the lack of

interest in law enforcement, it is commonplace for police departments across the State to “sponsor” an applicant through Peace Officer Standards and Training (POST). This is a very timely and costly solution to a staffing problem.

V. JUSTIFICATION

Self-Sponsored Officers (Cost/Timeline/Concerns)

- Field Training (FTO) for 12 weeks (salary) - \$9,988
- Benefits while on FTO - \$6,623
- Testing process - \$300
- Background investigation - \$180
- Psyc/Poly/Phys - \$748
- Equipment - \$2,390
- Total cost after 12 weeks of FTO - \$20,229 per officer
- Time from initial interviews until an officer is taking calls for service on their own - 16 weeks
- Officers are under no contractual obligation to continue employment with Springville PD
- They have a desire to be a police officer and have spent over \$6,000 out of pocket to do so.
- Unproven in the field

Department-Sponsored Officer (Cost/Timeline/Concerns)

- Testing process - \$300
- Background investigation \$180
- Psyc/Poly/Phys - \$748
- Salary while at POST (15 weeks) - \$12,486
- Benefits while at POST - \$8,279
- Food - \$560
- Ammunition - \$810
- Equipment - \$2,645
- Total cost after 15 weeks in Post - \$26,008 per officer
- Add in the 12 week FTO - $\$16,611 + (26,008) = \$42,619$ (per officer before a single call for service is handled by themselves)

- Average time employed - less than 12 months (history with Springville PD)
- Average time from test date until completion of FTO - 8 months (2-3-month POST wait time and 6.75 months for POST/FTO)
- Little known desire to be a police officer
- Officers are under no contractual obligation to continue employment with Springville PD
- Unproven in the field

Lateral Officers (Cost/Timeline/Concerns)

- Testing process - \$300
- Background investigation - \$80 (takes less man-hours)
- Psyc/Poly/Phys - \$748
- Equipment - \$2,390
- Benefits - \$2,207
- Field Training (FTO) for only 4 weeks on average - \$4,000 (due to experience - brought in at a higher pay rate)
- Total cost - \$9,725
- Total savings (for self-sponsored) - \$10,504
- Total savings (for Dept-sponsored) - \$32,894 per officer
- Time from initial interviews until an officer is taking calls for service on their own - 6 weeks
- No concerns - proven officer in the field

Likely Impact: Hiring certified, qualified, trained, and experienced officers with significant savings to the overall department budget.



SPRINGVILLE POLICE DEPARTMENT
TRAINING REIMBURSEMENT AGREEMENT

This Training Reimbursement Agreement ("Agreement"), dated _____, is between Springville Police Department (SVPD), and _____, an individual ("Officer").

RECITALS

- 1. SVPD agrees to provide specialized training to Officer at SVPD's expense...
2. The parties acknowledge that the only consideration for SVPD providing the above mentioned training to Officer is to provide a skilled work force for SVPD facilities.
3. SVPD will incur the cost of said training and Officer understands and agrees that these costs are reasonable.
4. Officer understands and agrees that it would be inequitable and unfair to receive this training and not provide the intended employment services to SVPD.
5. Officer has been advised of and is fully aware of the compensation paid by SVPD to its entry level law enforcement officers at the time of the signing of this Agreement.

The parties therefore agree as follows:

AGREEMENT

- 1. Officer shall accept employment with SVPD and remain continuously employed for a period of not less than three (3) years...
2. SVPD agrees to provide specialized law enforcement training to Officer at SVPD's expense.
3. If at any time the Officer voluntarily terminates employment with SVPD before expiration of said three (3) years...
4. The amount of reimbursement calculated under paragraph 3 above shall be paid by the Officer, by deduction, from his/her final paycheck...

- _____ 5. If complete reimbursement payment is not made within six (6) months after Officer's voluntary termination, SVPD shall be entitled to interest on the unpaid portion of said reimbursement at the rate of ten percent (10%) per annum.
- _____ 6. If complete reimbursement payment is not made within six (6) months after Officer's voluntary termination, SVPD shall be entitled to court costs and reasonable attorney's fees, which may be incurred in collecting any delinquent reimbursement of Officer training costs.
- _____ 7. Upon completion of three (3) years of employment with SVPD, or in the event of the death of or total disability of Officer before the completion of said three (3) years, this Agreement shall terminate and neither party shall have any further rights or obligation under this Agreement.
- _____ 8. If at any time SVPD determines that it is in SVPD's best interest to terminate Officer's employment with SVPD, Officer's obligation to reimburse SVPD as provided under this Agreement may be suspended.

To evidence the parties' agreement to the terms of this Agreement, they have executed and delivered this Agreement on the date stated in the preamble.

Springville Police Department

Officer

By: _____

Signature: _____

Name: _____

Print: _____

Title: _____

State of Utah)
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 County of Utah)

On this ____ day of _____, in the year 20____, before me _____,
 a notary public, personally appeared _____, proved on the basis of
 satisfactory evidence to be the person(s) whose name(s) (is/are) subscribed to in this document, and
 acknowledged (he/she/they) executed the same

 NOTARY PUBLIC (Signature)

Notary Public for the State of Utah
 Residing at Springville, Utah

(seal)

 (Printed Name)
 My commission expires (mm/dd/yyyy): _____