

RECRUITING AND HIRING

● **Headline**

Steps to improving police officer recruitment and retention

● **Subhead**

The Topeka Police Department has taken an all-hazards approach to the current recruitment and retention crisis

By SGT Vidal Campos

● Like many law enforcement agencies, the [Topeka \(Kansas\) Police Department](#) has been fighting an uphill recruiting and retention battle.

● This year, the department set out to hire 18 police officers, but ended up with only 9 for Academy 60th.

● With recruitment failing to keep up with attrition, the City of Topeka and the Topeka Police Department knew they had to think outside of the box and, in doing so, implemented the following police officer recruitment and retention strategies:

Social Media Recruitment Strategies

- Lateral Transfers join team TPD
- 10 hours shifts.
- Make a difference. Your future starts today
- We believe in recruiting the best, brightest, most diverse candidates to serve our citizens and make our community safer



TOPEKA, KANSAS







CITY OF TOPEKA
POLICE DEPARTMENT

1101



- Starting 01/01/2020 pay will be \$22.97
- Education Bonus (Associate's Degree: \$25/month, Bachelor's Degree: \$50/month, Master's Degree: \$60/month)
- Shift Differential Pay (\$.70/hr for shifts starting after noon)
- 10-Hour work Days for Patrol Officers
- 10 Paid Holidays per Year (time-and-a-half in addition to paid holiday if working)
- Funeral Leave (up to three days), Personal Leave (two awarded annually), Perfect Attendance Leave (one per quarter)
- Tuition Reimbursement up to \$1,000/year
- Physical Incentive Pay (up to \$90/quarter)
- Compensation for Certified Bilingual Officers (\$75/month)
- Promotion and Specialty Unit Selection Points for Military Service and Formal Education
- Minimum 7-day Notification of Schedule Change