

RESOLUTION NO. 2021-1818

**A RESOLUTION OF THE CITY OF AURORA, MISSOURI INSTITUTING A
"SIGNING BONUS" FOR NEW HIRE POLICE OFFICERS**

WHEREAS, the City of Aurora, Missouri (the "City"), is a City of the third class and political subdivision of the State of Missouri, duly created, organized, and existing under and by the virtue of the constitution and laws of the State of Missouri; and

WHEREAS, Law Enforcement Agencies nationwide have struggled to fill vacant Police Officer positions due to a shortage of applicants; and

WHEREAS, the City of Aurora has also faced similar challenges filling vacant positions within the Aurora Police Department and needs to ensure that the City of Aurora is competitive in attracting qualified law enforcement professionals; and

WHEREAS, a qualified, experienced, knowledgeable, and competent police force is vital for the safety and welfare of the Aurora community; and

WHEREAS, the Aurora City Council has determined the need to implement a "Signing Bonus" for newly hired Police Officers of the Aurora Police Department in keeping with other law enforcement agencies around the region; and

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council for the City of Aurora, Lawrence County, Missouri:

Section 1: Beginning June 28th, 2021, new Police Officers employed by the City of Aurora shall receive a "Signing Bonus".

Section 2: Attachment 1 of this resolution shall contain the policies regarding signing bonuses for the Police Department.

Section 3: This resolution shall remain in effect until June 30th, 2022. Thereafter, the Aurora City Council shall determine the appropriateness of extending this policy through additional resolutions.

**PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF
AURORA, MISSOURI THIS 22nd DAY OF JUNE 2021.**

APPROVED:

Jason Lewis, Mayor

ATTEST:

Kimberly Breedlove, City Clerk

ATTACHMENT 1

Signing Bonus Policy

1. Eligibility

Only new employees/applicants are eligible for the Signing Bonus. Individuals previously employed by the City of Aurora Police Department are not eligible.

2. Signing Bonus Types

- a. New Recruits – New Recruits with no prior law enforcement experience shall receive a signing bonus of \$1,500.
- b. Lateral Recruits – POST Certified or POST certification eligible recruits with:
 - i. 3 (three) years prior law enforcement experience shall be eligible for a signing bonus of \$2,000.
 - ii. 5 (five) years prior law enforcement experience shall be eligible for a signing bonus of \$2,500.

3. Payment

Payment of the Signing Bonus shall be as follows:

First Paycheck after hiring – 30% of Bonus

Successful completion of Probationary Period – 30% of Bonus

Completion of one Year of Service – 40% of Bonus

4. Miscellaneous

City will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes shall be withheld as bonus earnings from the Sign-on Bonus and reported to the Internal Revenue Service as income on the Employee's Form W-2. The Signing Bonus is not considered "salary" and shall not be included for purposes of retirement benefit calculations as regulated by LAGERS.