



City of Concord, New Hampshire

POLICE DEPARTMENT

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Bradley C. Osgood
Chief of Police

To: Honorable Mayor and City Council
From: Steven R Smagula – Deputy Chief
Re: Police Officer Retention
Date: September 13, 2023

Recommendation

It is recommended that City Council approve a supplemental appropriation in the amount of five hundred five thousand dollars (\$505,000) for the Police Department for police officer retention and overtime payments.

Background

The Concord Police Department is experiencing a staggering level of police officer turnover due to a combination of employee loss to other law enforcement organizations, ordinary retirements and officers leaving the profession altogether. The Department is down approximately 30% of its sworn staff due to vacancies, new officers in training and injuries or other leave status. This unprecedented rate of employee loss has significantly impacted Departmental operations and overall service to the City. Available police officer staffing as well as the police officer applicant pool is at an all-time low. There are very few qualified police applicants to hire and our current police officers are being heavily recruited by several law enforcement organization across the State and region.

Discussion

The Concord Police Department is looking to establish a temporary police officer retention program as a stop gap measure for future employee loss. This retention program will aim to reward our current sworn employees who have taken on a drastically increased workload and patrol work hours during this staffing crisis. This retention program is designed to slow the turnover rate which will allow the Department time to recover from its current staffing crisis.

The compensation recommendations found in the resolution will not be applicable to the Chief of Police or Deputy Chiefs of Police. Recommendation #2 of the retention resolution will be reassessed after 90 days and will sunset after the staffing crisis has subsided.

Cc: City Manager
Deputy City Manager for Finance
City Clerk

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