



# 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:** October 15 2024

### **Recommendation**

It is recommended that City Council approve a supplemental appropriation in the amount of four hundred five thousand dollars (\$405,000) for the Police Department for police officer retention and retroactive overtime wage payments.

### **Background**

The Concord Police Department has experienced 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 21% 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 organizations across the State and region.

### **Discussion**

The Concord Police Department is looking to continue a temporary police officer retention program as a stopgap measure for future employee loss. This retention program will aim to reward our current sworn employees who have taken on a drastically increased workload 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.

Cc: City Manager  
Deputy City Manager for Finance  
City Clerk

*“Community Committed”*