

Henderson Police Department



RECRUITMENT AND RETENTION

Henderson Police Department



Recruitment and Retention:

- Shift differential
- Pay raise
- Additional promotions
- Lateral program
- Retired officer program
- Load bearing vests
- Take home vehicles (in county)
- Awards banquet reinstated
- Replenished the vehicle fleet
- Officer Wellness Program
- Supervisor training (in-house)

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Current Position:

- We currently have 6 recruits in training.
- Moving to a 12 hour shift to maximize our current manpower.
- Work schedule will change to provide work life balance
- Adjacent county take home vehicles in KY
- Looking for authorization to hire Public Safety Officers.

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Public Safety Officer is a non-sworn position

responsible for performing non-hazardous and non-emergency calls for service and assisting police officers with routine duties. Handles crowd control at parades, street fairs, sports events, and other special events. May also be called to testify in court, assist citizens and monitor parking lots for parking violators.

Public Safety Officers are governed by KRS 83A.088

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Types of calls handled by Public Safety Officer

- Accidents
- Parking problems/Motorist assist
- Street obstructions/Abandoned/junk vehicles (On Roadway)
- Gas drive-off
- Traffic Control at fire scene
- Found Property Reports
- Theft Reports, Criminal Mischief Reports, and other Misdemeanor Reports where there is no suspect or evidence to be collected.

Number of above type calls will be over 3,000 in a year.

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Problems to solve:

- Infrastructure to train new recruits
- Change the way policing is viewed
- Build pipelines for future recruits
- Revenue opportunities