



LEXINGTON

Recruitment, Retirement, and Retention for Public Safety

*Ken Armstrong, Commissioner of Public Safety,
Lawrence Weathers, Chief of Lexington Police Department,
Jason Wells, Chief of Lexington Fire Department,
and Scott Colvin, Chief of Community Corrections*

*Social Services and Public Safety Committee
July 3, 2025*





Pay Considerations Starting and Top Steps

Division	2020	2021	2022	2023	2024	2025
Firefighters	S:\$42,536 T:\$68,781	S:\$42,536 T:\$68,781	S:\$45,000 T:\$71,878	S:\$51,624 T:\$79,176	S: \$52,942 T: \$85,453	S:\$54,265 T: \$83,210
Corrections Officers	S:\$32,000 T: \$48,814	S:\$34,235 T: \$48,814	S:\$41,600 T:\$56,179	S:\$50,348 T:\$65,364	S:\$51,858 T:\$67,325	S: \$52,895 T: \$68,671
Police Officers	S:\$41,057 T:\$66,087	S:\$41,057 T:\$66,087	S:\$47,000 T:\$70,000	S:\$56,410 T:\$80,100	S:\$57,538 T:\$81,702	S: \$58,689 T: \$83,336

Top Steps: Firefighters 14 years, Corrections 15 years, Police Officers 15 years



Does not include other pay considerations via Collective Bargaining Agreements (i.e. Education, Uniform Allowance, Special Duty Pay, Bilingual Incentive, etc.)



Other Pay Considerations

- **Corrections**

1. New employees \$3,000 (Paid in 4 increments based on progression in the probation status)
2. Recruitment pay of \$1,000 for current employees (Paid to employee in 2 increments based on new employee's progress)

- **Fire**

1. Receive an additional \$4,562 annually from the State Training Incentive effective on 7/1/25.

- **Police**

1. There is currently a \$3,000 lump sum payment for new employees (Paid in 3 increments based on progression in the probation status)
2. Receive an additional \$4,562 annually from the State Training Incentive effective on 7/1/25.





Corrections - Initiatives

Recruiting

1. Social Media and traditional media efforts
2. Public events and relationships with civic groups
3. “Interview Now” and “Red Tag”

Retention

1. Focus on physical and mental health as well (Both)
 - Social and Community events
 - Peer support
2. Personnel training and development
3. Employee recognition Initiatives

*Department Initiative: Studio 46 Marketing for All of Department





Staffing Levels 2020 to 2025 Community Corrections

	2020	2021	2022	2023	2024	2025
Authorized Strength	323	323	323	323	323	323
Vacancies	55	70	124	92	32	18
Attrition	76	106	77	86	94	53+

Vacancy Numbers are based on data for June of each year (All Slides)



Attrition Numbers are based on data from January 1st of each year (All Slides)



Applicant Numbers Community Corrections

	2020	2021	2022	2023	2024	2025
Classes	5	5	5	9	6	3
Total Applicants /Average	242/ 48	174/ 35	264/ 53	583/ 65	659/ 110	328/ 109
% Change per Class Average	-6	-27	51	22	69	0

Since 2021 there has been a 211% increase in yearly applicants



Corrections has a year around hiring process



Police – Initiatives

Recruiting

1. Physical preparedness, desire for the profession, lower “calling to serve”, Prep Courses and PT “check-in”
2. Expanding recruiting efforts / hiring ages (20 yoa)
3. Overall, seeing an increase in applications

Retention

1. Senior personnel are leaving for other jobs in similar fields (has slowed some)
2. Focus on physical and mental health as well (Both)
 - Wellness Coordinator
 - Peer support
3. Use of technology to supplement operations (opportunities to learn new skills)





Police – Initiatives

Staffing Alternatives (45 Positions Since 2021)

1. Police Retiree Program (9)
2. Clerks (25)
3. Increase in Safety Officers from 20 to 25
4. Real Time Intelligence Center (6)





Applicant Numbers Police Department

	2020	2021	2022	2023	2024	2025
Classes*	1	2	1	3	2	3**
Total Applicants /Average	659	688/ 334	337	954/ 318	683/ 342	1208/ 403
% Change	29	-49	1	-5	8	15

*Each class required a separate application process

** New class set to start in November





Staffing Levels 2020 to 2025 Police Department

	2020	2021	2022	2023	2024	2025
Authorized Strength	633	633	639	639	639	641
Vacancies	19	49	57	91	99	84*
Attrition	64	76	77	68	77	27+

* New class set to start in November





Fire – Initiatives

Recruitment

1. Increased social media presence
2. Enhanced software to actively manage the application process
3. Improved communication and engagement with applicants

Retention

1. Focus on Physical and Mental Health
 - Wellness Coordinator
 - Physical fitness standards established
 - Peer Support established with extended programs offered





Applicant Numbers Fire Department

	2020	2021	2022	2023	2024	2025
Classes*	2*	1	2*	1	1	2*
Total Applicants /Average	565	471	495	619	552	688
% Change	-13	-17	5	25	-11	20

*Next class set to begin in late Fall





Staffing Levels 2020 to 2025 Fire Department

	2020	2021	2022	2023	2024	2025
Authorized Strength	597	597	599	620	622	635
Vacancies	22	31	8	28	27	12*
Attrition	42	25	47	38	42	27+

*Next class set to begin in late Fall





Collective Bargaining Agreement Statuses

Division	Expiration Date
Firefighters, Lieutenants and Captains	In-Process
Fire Majors	6/30/2026
Corrections Officers and Sergeants	In-Process
Corrections Lieutenants and Captains	6/30/20028
Police Officers and Sergeants	6/30/2026
Police Lieutenants	6/30/2026



Questions?



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