

RECRUITMENT, RETIREMENT, AND RETENTION FOR PUBLIC SAFETY

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Planning and Public Safety Committee

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LEXINGTON



Pay Considerations Starting and Top Steps

Division	2019	2020	2021	2022	2023	2024
Firefighters (56 hour)	S:\$41,908 T:\$67,765	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
Corrections Officers	S:\$32,000 T: \$48,814	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
Police Officers	S:\$40,252 T*: \$64,791	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

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

**Police and Fire receive an additional \$4,300 annually from the State Training Incentive

*** All CBA Employee Steps received a base salary increase of between 21% and 31% since 2019. This does not address natural step progression for each employee.



Other Pay Considerations

Fire

1. *Employees receive \$4,300 from the State

Corrections

1. New employees \$3,000
2. Recruitment pay of \$1,000
3. Various overtime based incentives

Police

1. *Employees receive \$4,300 from the State
2. There is currently a \$3,000 lump sum payment for new employees

*All indicated Pay Considerations are not reoccurring with the exception of yearly allocations from the State to Fire and Police.



Fire – Recruitment Activities and Other 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
2. Expand Paramedicine
 - Kentucky Community Crisis Co-Response Program
3. Authorized Strength Increase with SAFER Grant

Other Initiatives

1. Safe Haven Baby Box
2. Smoke Detector Program
3. Hands-only CPR training



Staffing Levels 2019 to 2024 Lexington Fire Department

	2019	2020	2021	2022	2023	2024
Authorized Strength	597	597	597	599	620*	622
Vacancies	N/A	22	31	8	28	27**
Attrition	22	42	25	47	38	22

* Safer Grant

**Vacancy Numbers are based on data for June 1st of each year-New Class of 25 on June 17th

***Attrition Numbers are based on data from January 1st of each year



Applicant Numbers Lexington Fire Department

	2019	2020	2021	2022	2023	2024
Classes	1	1	2*	1	2*	1
Total Applicants	<u>679</u>	651	565	471	495	<u>619</u>
% Change	N/A	-4	-13	-17	5	25

*One application process was used for two classes



Police – Recruitment Activities and Other Initiatives

Recruiting, Training, Retention Challenges

1. Competitive Salaries (private), Competition among other agencies
2. Physical Preparedness, Desire for the Profession, Lower “calling to serve”
3. Policing remains atop the list of the Presence most scrutinized professions
4. New workforce value different job benefits (personal time, mental health)
5. Senior personnel are leaving for other jobs in similar fields

Recruiting, Training, Retention Successes

1. Overall, seeing an increase in applications
2. Utilizing social media, local media, modernized communication
3. Prep Courses and PT “check-in”
4. Expanding recruiting efforts / base and minimum / maximum hiring ages

Technology / Real Time Intelligence Center (RTIC)

1. Precision Policing
2. Precise police response, adjust resources where they are needed
3. Realized success



Police – Recruitment Activities and Other Initiatives

Staffing Successes

1. Police Retiree Program
2. Update to age requirement for Police Candidate
3. Clerks

Community Partners

One Lexington



Staffing Levels 2019 to 2024 Lexington Police Department

	2019	2020	2021	2022	2023	2024
Authorized Strength	633	633	633	639	639	639
Vacancies	12	19	49	57	91	99
Attrition	<u>39</u>	64	76	<u>77</u>	68	38

*Vacancy Numbers are based on data for June 1st of each year

**Attrition Numbers are based on data from January 1st of each year

*** New class set to starts in August



Applicant Numbers Lexington Police Department

	2019	2020	2021	2022	2023	2024
Classes	1	1	2*	1	3*	1
Total Applicants /Average	472	<u>659</u> **	688/ 334	337	875/ 291	<u>343</u>
% Change	N/A	29	-49	1	-14	17

*Process occurred before social unrest of the Summer

**Each class required a separate application process



Corrections - Recruitment Activities and Other Initiatives

1. Social Media Presence and new PIO
2. Advertisement on City Buses
3. Local Television stations; LeX-18, and WKYT
4. Increased presence at Job Fairs
5. Communicated with Ft. Campbell and Ft. Knox advising them of our interest in separating veterans.
6. The Division is the Co-Sponsor for the Lexington Veterans 5K Run a high-profile event in the city
7. We established relationships with the Faith Based Community to ask for their assistance in attracting candidates.



Corrections - Recruitment Activities and Initiatives

8. Increased Community involvement (Color Guard, Special Olympics charity events, City sponsored Community events...)
9. Interview Now, a software program that allows for the screening of job qualified applicants and contains ease of use communication through text message which can be categorized in numerous ways.
10. Red Tag, a digital software agency that links Division generated messaging (Current events, recruitment, etc.) to social media, television and movie applications and other media sources.
11. Second Chance Academy



Staffing Levels 2019 to 2024 Community Corrections

	2019	2020	2021	2022	2023	2024
Authorized Strength	323	323	323	323	323	323
Vacancies	42	55	70	124	92	32
Attrition	87	78	<u>110</u>	83	<u>29</u>	40

*Vacancy Numbers are based on data for June 1st of each year

**Attrition Numbers are based on data from January 1st of each year



Applicant Numbers Community Corrections

	2019	2020	2021	2022	2023	2024
Classes	8	5	5	5	9	4
Total Applicants /Average	406/ 51	242/ 48	174/ <u>35</u>	264/ 53	583/ 65	329/ <u>82</u>
% Change per Class Average	N/A	-6	-21	51	22	20



Collective Bargaining Agreement Statuses

Division	Expiration Date
Firefighters, Lieutenants and Captains	6/30/2025
Fire Majors	6/30/2026
Correction Officers and Sergeants	12/31/2023*
Correction Lieutenants and Captains	6/30/2024*
Police Officers and Sergeants	6/30/2026
Police Lieutenants	6/30/2026

* Indicates that negotiations are set to begin or have begun

**Most negotiation processes begin 6-10 months before the contract expires

Questions?



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