

Summary of the Department's Recapture Program

A Resolution authorizing what is referred to as the APD Recapture Program was passed by City Council in June 2013 (See Attached Document).

Sworn employees of the rank of lieutenant and below are eligible to apply for the program at the time of their retirement, there are currently 19 people in the program.

Benefit to the Participant

The benefit to the participant is that they may start receiving their pension, while simultaneously receiving their salary.

Benefit to the Department

Participants in the program are a "known" quantity, meaning that they have served the department for a significant period of time, their work history is known, and they are an established asset.

Police who have extensive job experience are essential to mentor other employees and provide feedback that can only be gleaned through years of on-the-job experience.

From the department's perspective, as it concerns participant's rank and rank-appropriate level of authority, Recapture Program participants are considered no different than "active" employees." This is critical for a couple of reasons, namely authority and accountability. By being considered active the Recapture Program participant continues to carry with them the rank-appropriate level of authority. They have all of the job-specific authority that they had prior to filling out their retirement paperwork. Accountability translates into the Recapture Program participant recognizing that the chain of command continues to apply, and that their status has been altered on paper only.

The participants in the program provide essential staffing needs as the department strives to maintain its authorized staffing levels.

There is also the financial benefit, as the participant is considered fully retired from a bookkeeping perspective; as such, the City no longer contributes toward their pension, life insurance or Medicare. This totals a savings of approximately 29% of the employee's salary.

Common Misperceptions of the Program

"By retaining a retirement eligible employee the department is paying a higher salary when they could just be paying a new officer's salary."

The cost of recruiting, hiring, training and equipping a new officer is approximately \$100,000. This exceeds any of the salaries of employees in the program. Of additional financial consideration is whether the newly sworn officer will have the requisite experience level, will be successful at policing and whether they are committed to the department or will take their training to a different agency.

“The money spent on the higher salaries of Recapture Program personnel could go towards pay raises.”

As part of the budget process, money set aside for salaries and benefits is considered “committed” or “itemized.” It may only be spent for those purposes that it was appropriated.

“Participants of the Recapture Program should be occupying essential positions and possess a level of job expertise.”

All ranks and positions within the department are essential, with the most pronounced expertise being found in those police officers who have navigated the profession for a period of time. The Recapture participants are working those jobs that would otherwise be vacancies, and the department would have to move someone from within the department, often FOD, to fill the vacancy.

“The selection process to the program is not fair, it’s for friends and family.”

The Recapture Program has a diverse grouping of personalities, and is reflective of the department as a whole. Entrance into the program does allow for a level of discretion, this is for a couple of reasons. If an employee has not shown to be particularly productive, has a history of disciplinary issues, or seems disinterested in mentoring newer officers then the program would not fit their needs. Also, there has to be an opening in the unit that the employee wants to go to, and the unit needs to request the employee.

For example: if an employee considering retirement seeks to enter the Recapture Program and wants to be an investigator at the Airport, then two things need to occur. The Airport must have an investigator vacancy, and the Airport must request the participant. The majority of people in the Recapture Program have retired and stayed in the assignment that they occupied at the time of their retirement.

“Employees of the Recapture Program are preventing others from being promoted.”

The data simply does not support this assertion. Currently there is (1) lieutenant in the Recapture Program, but the department has also added lieutenants’ positions over the last couple of years: Video Integration Center, PathForce, Film Liaison, and Crime Analysis.

There are (6) sergeants in the Recapture Program at this time, and the department is authorized to have 236 sergeants. On the last promotional list, every eligible candidate was promoted to sergeant. Additionally, numerous sergeants’ positions (10+) have been created over the last couple of years to manage the increased size of the department.

There are (4) investigators in the Recapture Program, and the department is authorized 272 investigators total. In addition to the creation of two investigator positions this year, the department appoints people to this rank on a regular basis.

The SPO and officer vacancies have been ongoing, and the department works consistently to close any gaps that may exist, with the Recapture Program offsetting the development of any further vacancies.