



New Orleans Police Department

Proposed Pay & Benefit Enhancements

City of New Orleans

Agenda

- I. NOPD Staffing
- II. Law Enforcement Labor Market
- III. Proposed Incentives
- IV. Legal Compliance

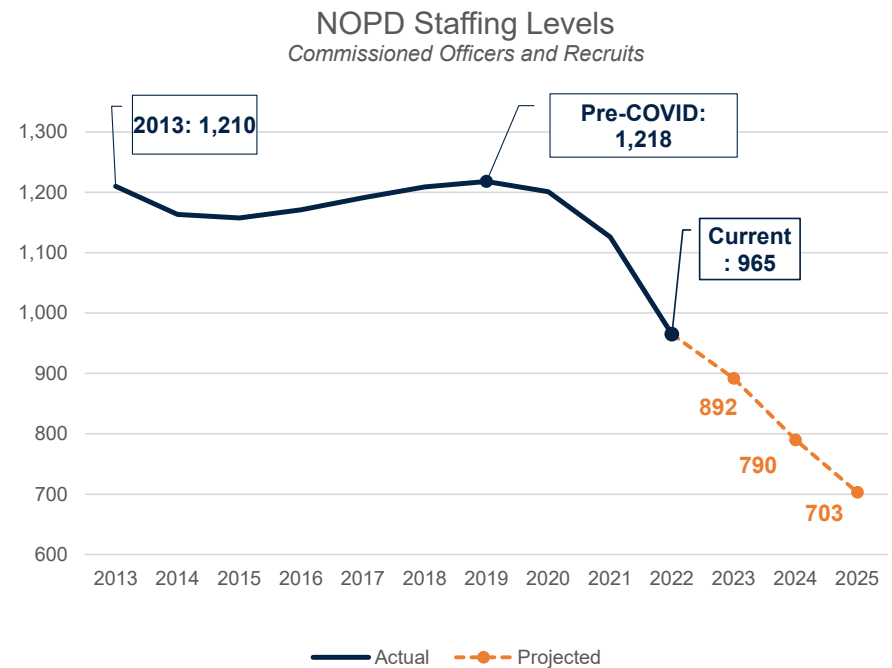
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NOPD Staffing

NOPD Officer Shortage

The New Orleans Police Department is facing a staffing crisis that must be addressed.

- NOPD has lost more than 300 officers over the past two years, and the force is now at 80% of its pre-pandemic level
- The attrition rate for Commissioned Officers has doubled since 2019—separations have increased by 60% and the hiring rate has decreased by 75%
- If these trends are allowed to continue, the NOPD force is projected to plummet to 700 before the end of 2025



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Law Enforcement Labor Market

Incentives in Other Jurisdictions

Other cities are already acting to address their declining police forces

- New Orleans must be competitive with other police departments regionally and nationally, where officials are already working to attract new Officers
- Agencies as close to home as the Baton Rouge Police Department are working to incentivize Officers to join their force
- Our proposal puts New Orleans at the top of the list of cities offering incentives to attract new Police Officers

NEWS

Redding will offer \$40K signing bonus for new police officers; COVID-19 emergency ends

 GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Mayor Bowser Announces \$20,000 Hiring Bonus to Help Recruit MPD Officers

Local Politics

The Seattle Times

To boost police hiring, Seattle City Council approves more incentives

Aug. 16, 2022 at 7:51 pm | Updated Aug. 16, 2022 at 7:51 pm

The Seattle City Council signed onto Mayor Bruce Harrell's police hiring and incentive plan Tuesday, offering hiring bonuses of up to \$30,000 to new officers.

NEWSLOCAL NEWS

San Diego Police offer \$15,000 bonus to recruits who leave their departments.

NBC LOCAL 33

Baton Rouge to offer police recruits up to \$15,000 in incentive pay

Ithaca Increases Police Signing Bonus, Again

Police officers who transfer to Ithaca's police department will now receive \$20,000 as a hiring bonus.

Total Recruitment Incentive Comparison

Our proposal places New Orleans third behind Seattle, Washington and Redding, California.

Total Benefit (6 Years)		New Hire Incentive	
City	Benefit	City	Benefit
New Orleans	\$35K	New Orleans	\$30K
Redding, CA	\$40K	Seattle	\$30K for lateral hires \$7.5K for recruits
Seattle	\$35K	Antioch, CA	\$20K
Washington DC	\$26K	Washington DC	\$20K
Antioch, CA	\$20K	San Diego	\$15K for lateral hires
Ithaca	\$20K	Lake Charles, LA	\$15K for lateral hires \$6K for recruits
San Diego	\$15K	Portland, ME	\$10K
Baltimore	\$17K	Baltimore	\$5K
Baton Rouge	\$15K		
Detroit	\$2K		

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Proposed Incentives

Summary of New Proposals

Additional pay increases and incentives requiring Civil Service Commission action.

- All Recruits and Officers
 - Additional 2.5% pay increases in 2024 and 2025
- Current Officers and Officers hired within the next two years
 - \$10,000 retention incentive three years after the passage of the rule or three years after completion of training program
- New Recruits hired within the next two years
 - \$4,000 after nine months
 - \$6,000 over year one (State Supplemental Pay equivalent)
 - \$5,000 after two years
 - \$5,000 after three years
- Lateral Transfers hired within the next two years
 - \$5,000 after nine months
 - \$5,000 after two years
 - \$5,000 after three years
 - \$5,000 after four years

New Recruits

Additional compensation and benefits to attract new recruits



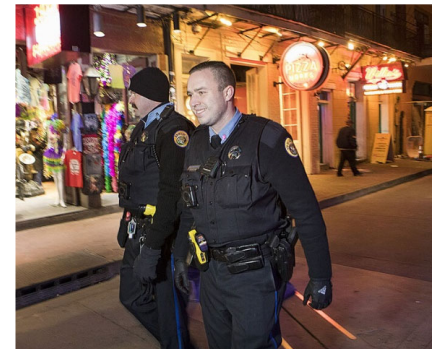
- **\$20,000 Recruitment Incentive Package***
 - \$4,000 paid at the completion of nine months of service following graduation from the academy
 - \$6,000 added to annual salary until eligible for State Supplemental Pay
 - \$5,000 paid at the completion of the second year of service following graduation from the academy
 - \$5,000 paid at the completion of the third year of service following graduation from the academy
- **\$10,000 Retention Incentive***
 - \$10,000 paid three years after graduation from the Academy
- **\$20,000 Retention Incentive Package**
 - \$5,000 paid for every 5 years of service up to 20 years
- **Increased starting pay for recruits**
 - 5% increase over current starting pay in 2023
- **2 additional guaranteed pay raises***
 - 5% increases in 2024 and 2025
- **Fully Funded Health Insurance***
 - 100% of employee and dependent/spousal premiums paid by the City

** Requires Civil Service Commission and/or City Council Action*

Lateral Transfers

Additional compensation and benefits to attract former NOPD Officers and experienced Officers from other jurisdictions

- **\$20,000 Recruitment Incentive Package***
 - \$5,000 paid at the completion of nine months of service following graduation from the academy
 - \$5,000 paid at the completion of the second year of service following completion of training requirements
 - \$5,000 paid at the completion of the third year of service following completion of training requirements
 - \$5,000 paid at the completion of the fourth year of service following completion of training requirements
- **\$10,000 Retention Incentive***
 - \$10,000 paid at the completion of the third year of service following completion of training requirements
- **\$20,000 Retention Incentive Package**
 - \$5,000 paid for every 5 years of service up to 20 years
- **Increased starting pay**
 - 5% increase over current starting pay for laterals in 2023
- **2 additional guaranteed pay raises***
 - 5% increases in 2024 and 2025
- **Fully Funded Health Insurance***
 - 100% of employee and dependent/spousal/domestic partner premiums paid by the City



City of New Orleans

** Requires Civil Service Commission and/or City Council Action*

Current NOPD Officers

Additional compensation and benefits for current Officers



- **New \$10,000 Retention Incentive paid in 2025***
- **\$5,000 Retention Bonus Every 5 Years**
 - \$5,000 paid for every 5 years of service up to 20 years
 - In March 2023, current Officers will receive a catch-up payment
 - Ex: Officer with 12 years of service will receive \$10,000 in March 2023 and receive \$5,000 payments in 2025 and 2030
- **Three guaranteed 5% pay raises**
 - 5% increases in 2023, 2024*, and 2025*
- **5% Cost of Living Payment in 2022 (already disbursed)**
- **Fully Funded Health Insurance***
 - 100% of employee and dependent/spousal/domestic partner premiums paid by the City, eliminating each Officer's payroll deduction for health insurance

** Requires Civil Service Commission and/or City Council Action*

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Legal Compliance

Uniformity Requirement: Background

La. Const. art. X, § 10(A)(1)(a) requires that the Commission “adopt a uniform pay and classification plan.”

- Uniformity in a pay plan requires the application of the same schedule of pay to all persons in the same class^{1,2}
- Uniformity in a pay plan does **not** require that individuals within the same class receive the exact same pay¹

1. *Gaspard v. Department of State Civil Service*, 93-0311 (La.App. 1 Cir. 3/11/94); 634 So.2d 14
2. *Clark v. State*, 434 So.2d 1276 (La.App. 1 Cir. 1983)

Uniformity Requirement: Allowable Pay Differences

Louisiana courts have upheld a variety of reasons for differences in pay between employees in the same classification

- “The Commission may treat individuals differently in class and pay matters so long as there is a rational basis for the differentiation that is reasonably related to a valid governmental purpose”¹
- Enhanced recruitment and retention of new employees is a valid governmental purpose¹
- Courts have found differentiating factors outside of the employees’ qualifications, such as market forces or being out on sick leave, to be legitimate reasons for differences in pay that remain within the pay scale for the classification^{2,3,4}

1. Annotations to the Civil Service Rules, Louisiana Department of State Civil Service (2nd Ed.2008)

2. *Ramirez v. Dep’t of Soc. Servs.*, 96-1448 (La. App. 1 Cir. 5/9/97), 694 So. 2d 1157, 1160

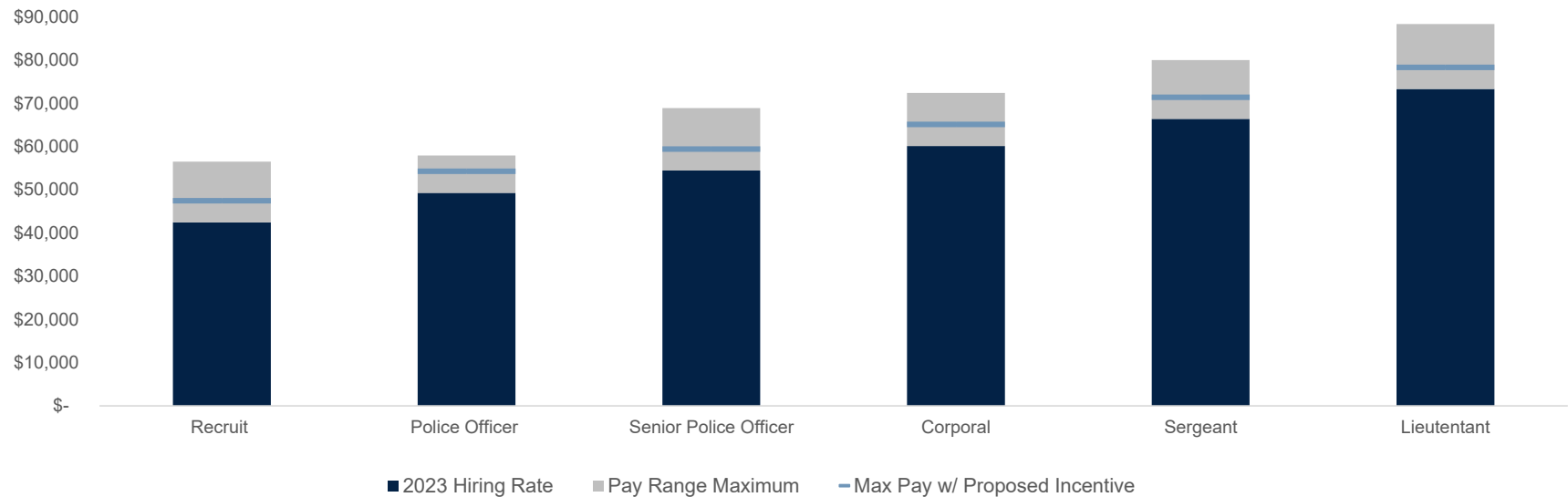
3. *Gaspard v. Dep’t of State Civ. Servs.*, 634 So. 2d 14, 17 (La. App. 1 Cir. 1994)

4. *France v. City Civ. Serv. Comm’n of New Orleans*, 411 So. 2d 695 (La. App. 4 Cir. 1982)

Uniformity Requirement: Proposed Incentives

Commissioned Officers receiving the proposed incentives will remain subject to the same pay scale as other Officers since their pay in any one year will not exceed the maximum salary for their classification

- After adding the maximum incentive payment of \$5,000 to the hiring rate for each class, total pay remains within the established pay scale



Pay Compression

Proposed incentive payments will not raise a Commissioned Officer's pay above the hiring rate of the next highest Commissioned Officer class.

- The minimum pay differentiation between adjacent Commissioned Officer job classes is \$5,148
- The existing margins will increase in 2024 and 2025 due to the implementation of service-wide pay increases
- The maximum recruitment incentive payment to be disbursed in any given year is \$5,000, which is less than the minimum pay differentiation between adjacent classes





Questions?

City of New Orleans