



# CAPE CORAL POLICE DEPARTMENT

Office of the Chief of Police

TO: Mike Ilczyszyn, City Manager  
FROM: Anthony Sizemore, Chief of Police  
DATE: January 5, 2024  
SUBJECT: Police Officer Hiring Bonus Request

A blue ink handwritten signature, likely of Anthony Sizemore, is written over the "FROM:" line.

This memorandum shall serve as my respectful request to initiate a hiring bonus initiative for the Police Department.

## **Background**

Presently, law enforcement agencies nationwide are struggling to fill vacant police officer positions due to a shortage of applications. The Cape Coral Police Department is also facing similar challenges filling vacant positions. We must ensure that the City is competitive in attracting qualified law enforcement personnel. A qualified, experienced, knowledgeable, and competent police force is vital for the safety and welfare of the City of Cape Coral.

The Cape Coral Police Department has determined the need to implement a hiring bonus for newly hired Police Officers in keeping with other law enforcement agencies around the region. Our regional competitors for Police Officer candidates have raised starting pay, surpassed ours, and implemented recruitment and/or housing bonuses to attract applicants.

## **Recommendation**

Staff is recommending Police Officer recruits who are newly sworn in as officers of the City shall receive a hiring bonus of \$5,000 after taxes, which shall be reimbursed to the City if the officer is terminated or voluntarily leaves their position during their probationary period.

Upon completion of their probationary period, newly sworn police officers shall receive an additional \$5,000 after taxes, which shall be reimbursed to the City if the officer is terminated or voluntarily leaves their position within two years after they became sworn officers.

## **Funding**

The funding for this initiative derives from salary savings from budgeted yet unfilled Police Officer positions.

\_\_\_\_\_  
Approved

\_\_\_\_\_  
Disapprove

\_\_\_\_\_  
Mike Ilczyszyn, City Manager

\_\_\_\_\_  
Date