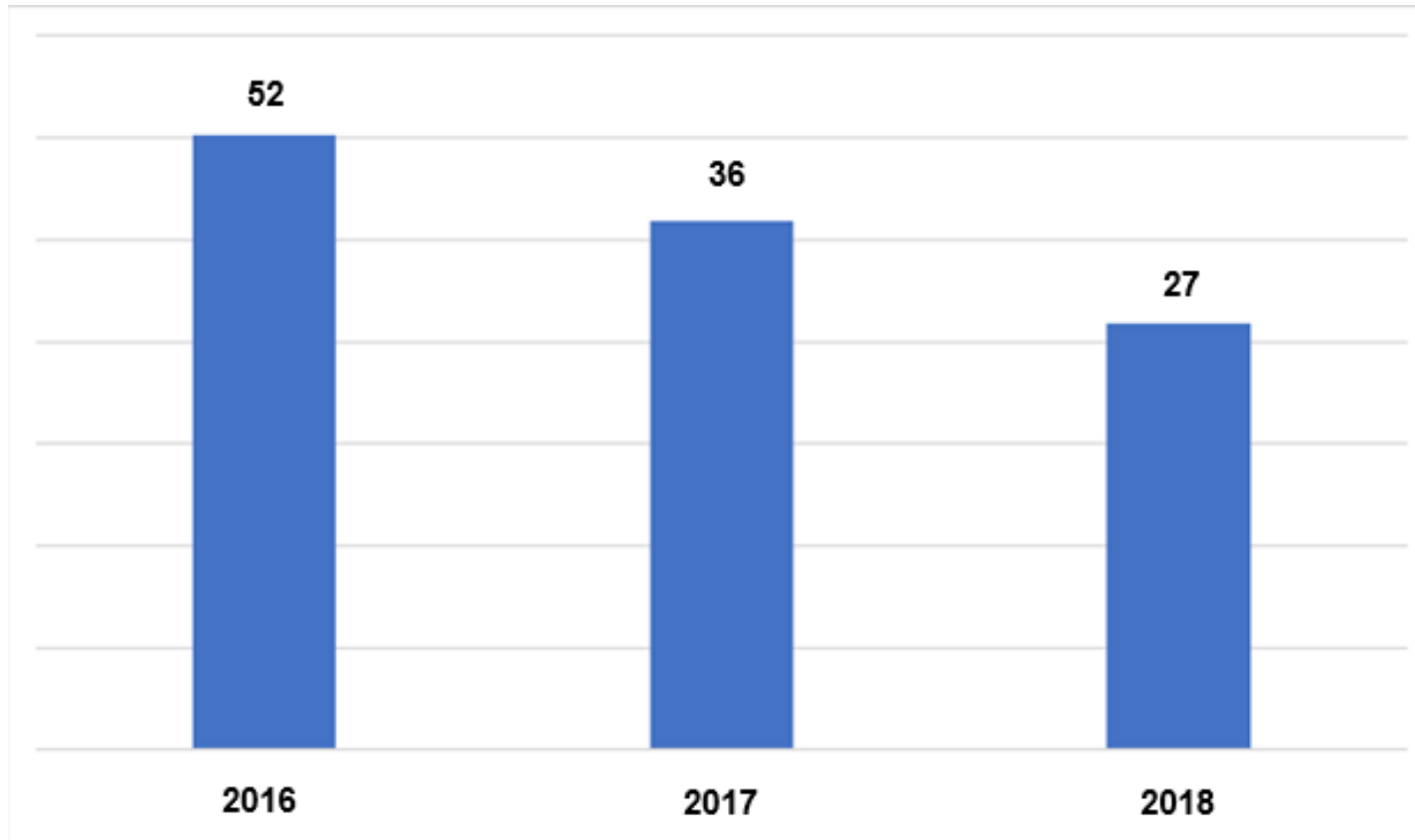


SPD Hiring and Recruitment

Lateral Hiring Incentive



Number Taking Lateral Test



Difficult Lateral Hiring Market

- 80% of police agencies nationwide operating with officer vacancies
- Competition from regional agencies
- Benefits offered by other agencies



Regional Lateral Incentives

- Bellevue: \$16,000
- Everett: \$15,000
- Renton: \$10,000
- Tukwila: \$5,000
- King County: 40 hours of leave time, paid travel to test
 - Many jurisdictions also offer take-home car



Benefits of Lateral Hiring

- Laterals more quickly become field deployable resource
 - Two-week lateral academy v. five-month entry-level academy
 - Abbreviated field training
- No cost for lateral academy v. \$3,600 cost for entry-level

