

**Priority Area:**

Crime Reduction

**Goal/Objective:**

Reduce property and violent crime within the city limits of Joplin

**Strategy 11 – Recruiting and Retention: Establish an update recruiting and retention plan to address the possibility of 22 officer openings during 2021.****Action Steps:**

- a. Update Recruiting plan.
- b. Conduct a study for implementation of a Recruitment Incentive Program.

**Resources Required:**

1. Conducted inhouse by staff.

**Total Plan Cost:**

Total Additional FTE: Existing staff time.

One-Time Costs: \$0.00

Staffing Annual Costs: \$0.00

Program Annual Costs: \$60,000

**Desired Benefit/Outcome:**

- Develop a plan that will enhance the ability to recruit qualified officers.

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*“Take better care of our Police and Fire departments. It would be nice to be able to retain these employees, instead of them getting training here and going to cities that pay better.” –  
Listening Tour Respondent*