

WASHINGTON ASSOCIATION OF SHERIFFS & POLICE CHIEFS

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Serving the Law Enforcement Community and the Citizens of Washington



Retention of Recent BLEA Graduates Resolution #2013-01

WHEREAS, the members of the Washington Association of Sheriffs and Police Chiefs are assembled for the annual Spring Conference at the Greater Tacoma Convention and Trade Center, in Tacoma, Washington, May 23, 2013; and

WHEREAS, the Small Agency Committee recognizes the recruiting, hiring and training of entry level commissioned personnel poses a high cost to local law enforcement agencies; and

WHEREAS, agencies are experiencing qualified candidates being recruited by other agencies following completion of the Basic Law Enforcement Academy; and

WHEREAS, retaining entry level commissioned personnel for a minimum of 36 months from hire date is essential for agencies to recoup the associated costs of recruiting, hiring and training; and

WHEREAS, it is understood that extenuating circumstances exist that may require an employee to move to another agency before 36 months. Extenuating circumstances may include mutual agreement, layoffs, family and personal matters, employee hardship, etc.; and

NOW, THEREFORE, BE IT RESOLVED that the membership of the Washington Association of Sheriffs and Police Chiefs support the 36 month minimum retention of entry level personnel following graduation from the Basic Law Enforcement Academy.

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