



CITY OF KINGMAN COMMUNICATION TO COUNCIL

TO: Honorable Mayor and City Council

FROM: Rusty Cooper

MEETING DATE: July 7, 2026

AGENDA SUBJECT: Kingman Police Department Recruitment/Retention Strategy and Proposed Recruitment Incentives

SUMMARY:

As part of the Kingman Police Department's Recruitment-Retention Strategy and Workforce Development Plan it is proposed to offer the following recruitment incentives: A \$5,000 hiring incentive for lateral officers with less than five year experience; \$7,500 hiring incentive for lateral officers with more than five years experience; 40 hours front loaded vacation; and up to \$2,000 relocation assistance to new recruit and lateral officers.

FISCAL IMPACT:

The estimated maximum fiscal impact to the General Fund is approximately \$10,250 for each police officer hired.

STAFF RECOMMENDATION:

Approval

SUGGESTED MOTION:

Staff recommends approval of the proposed recruitment incentives.

ATTACHMENTS:

[KPD Recruitment Strategy Presentation 2026.pptx](#)

[KPD Recruitment Strategy 2026.pdf](#)