

# RECRUITING AND RETENTION



Chief Rick Elliott

## 2022 AT A GLANCE

In 2022, 12,860 incidents reports were made. There were 47,164 calls for service, 20,490 traffic stops and 389 extra patrols logged

A total of 3,286 accidents were reported, 6 were fatality accidents.

A total of 11,402 citations and 6,635 warnings were issued across all JPD divisions (includes animal control and code enforcement)

There were 1,809 Felony arrests and 4,769 Misdemeanor arrests for a total arrests of 6,578. There were a total of 276 DWI/DUI arrests.

Major Crimes Against Person totaled 514, with 9 murders, 40 Robberies and 335 Aggravated Assaults.

Crimes Against Property numbered 5,518, of these 400 were theft from motor vehicle and 891 were breaking and entering.

Crimes of Proactive Policing were 4,082, including 1,744 drug and narcotic violations and 915 drug equipment violations.

Others Crimes numbered 5,801 with 1,035 from intimidation.

CID was assigned 1,992 cases and closed 2,092 (105%). CID also solved (via arrests or issue of warrant) all of the 2022 homicide cases with a 100% clearance rate.

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*The city of Jonesboro continues to be recognized as one of the top places in the state to live.*

*Maintaining a low crime rate is vital to the continued success of our city. The officers of the*

*Jonesboro Police Department work hard every day to maintain*

*a quality of life that is sustainable and desirable for our citizens.*

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# Salary Survey

RANK	LITTLE ROCK	FAYETTEVILLE	PARAGOULD	SPRINGDALE	JONESBORO	BLYTHEVILLE	NORTH LITTLE ROCK	CONWAY	HOT SPRINGS	ASP
<b>POLICE OFFICERS</b>	594	131	58	153	175	35	188	127	113	548
<b>POPULATION</b>	202,591	93,949	29,906	88,469	79,324	13,039	64,591	64,134	38,144	n/a
<b>POPULATION RANKING</b>	1	2		4	5		7	8	10	n/a
<b>OFFICERS PER 1000 CAPITA</b>	2.93	1.39	1.83	1.73	2.21	2.68	2.91	1.98	2.96	n/a
<b>OFFICER</b>	Min \$50,000.00	\$50,447.28	\$ 37,440.00	\$50,745	\$43,260	\$46,480	\$51,531	\$48,000	\$50,053	\$54,000
<b>Max</b>	\$75,108.00	\$76,315.20		\$72,946	\$56,966	\$48,804	\$74,076	\$69,000	\$54,180	\$54,000
<b>CERTIFIED OFFICER</b>	Min	\$52,897.52	\$ 37,440.00	\$50,745	\$43,260	\$46,480	\$53,000 to \$59,000	\$48,000	\$54,588	\$54,000
<b>Max</b>	\$75,108.00	\$76,315.20		\$72,946	\$56,966	\$48,804	\$74,076	\$69,000	\$59,087	\$54,000
<b>MASTER OR FIRST CLASS OFFICER</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$59,400
<b>CORPORAL</b>	Min	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
<b>Max</b>	Attained after ten years. No specific designation	\$62,358.40	Attained after ten years. No specific designation	\$59,595	Attained after ten years. No specific designation	n/a	Attained after ten years. No specific designation	Attained after ten years. No specific designation	\$62,041	\$67,500
<b>SERGEANT</b>	Min	\$91,748.80	\$ 51,694.00	\$87,694	\$55,177	\$51,128	\$80,800	\$74,000	\$67,157	
<b>Max</b>	\$75,296.00	\$72,217.60	\$ 51,694.00	\$69,029	\$66,238	\$55,776	\$88,800	\$81,091	\$75,235	\$78,500
<b>LIEUTENANT</b>	Min	\$106,267.20	\$ 52,042.00	\$101,576	\$64,727	\$58,100	\$88,800	\$81,091	\$85,509	\$87,500
<b>Max</b>	\$90,147.20	\$85,550.40	\$ 52,042.00	\$81,771	\$77,278	\$60,424	\$98,800	\$89,383	\$92,557	
<b>CAPTAIN</b>	Min	\$128,315.20	\$ 57,336.00	\$122,637	\$75,338	\$63,910	\$98,800	\$89,383	\$101,812	\$98,500
<b>Max</b>	\$103,038.00	\$84,302.00	\$ 57,336.00	\$86,892	\$89,422	\$65,072	\$98,800	\$93,519	\$110,204	
<b>ASSISTANT CHIEF</b>	Min	\$125,944.00	n/a	\$130,330	\$87,010	71021			\$119,027	\$106,436
<b>Max</b>	\$127,358.40	\$88,400.00	n/a	\$95,813	\$101,566	72044			\$128,839	
<b>CHIEF</b>	Min	\$132,000.00	\$72,574	\$100,518	\$101,566	\$79,016	Not part of scale, up to City Administrator	\$102,294	\$139,904	n/a
<b>Max</b>	\$150,000.00	\$100,630.00	not set	\$151,378	\$119,229	\$81,967	Administrator	not set		

\* incl holiday pay

Total sworn positions	175
Open or unfilled	13
Academy	6
FTO	4
Military deployment	1
FMLA / Light duty	5
Current, available	146

Eligible to retire 8 - ?

Officers are vested after 10 years and can also retire at age 50-55 at a reduced benefit

<u>Years of Experience</u>	
Hired 2018 or after, less than 5 years experience	66
5-10 years	23
11-15 years	20
16-20 years	23
21-25 years	16
26-30 years	9
30+ years	5

<u>Number hired each year</u>	
2018	13
2019	14
2020	17
2021	20
2022	24

<u>Certified Ofcs Hired</u>	
2018	2
2019	1
2020	0
2021	8
2022	7

# FORT SMITH POLICE DEPARTMENT

## NOW HIRING POLICE OFFICERS

**Salary Range: \$50,003.20 - \$62,462.40**

*\*Salary range is dependent upon experience*

- Education Incentive for College Degrees
- 15 days of training for new recruits
- Medical, Dental, Vision Insurance
- Life Insurance Paid City
- 401(k) Plan
- Shift Differential Pay
- Holiday Pay
- 12000 hrs of Overtime Allowance for some assignments
- Highly Qualified Candidate Career Advancement Program
- Advanced Certification Programs for Basic, AC, Certified Officers
- Medical, Dental, Vision Insurance
- Life Insurance Paid City
- Medical Spelling Class
- 13 Weeks Paid Vacation after 90 days
- 100% Paid Tuition for Postgraduate Study
- Medical Leave (Paid 15 days)
- 100% Paid Tuition for Postgraduate Study
- Uniforms, Duty Gear, and Home Based by PD

City of Fort Smith Attributes

- Median Age 31
- Median Income \$37,934.42/yr
- Population 84,000
- Annual Home Price \$120,000 (vs. \$120,885)
- Cost of Housing 25% below National Average

Apply Now!  
jobs.fortsmithpolice.org




## THE RIGHT CHOICE FOR YOUR FUTURE.

**BENTONPOLICE.ORG FOR MORE INFO**  
**Starting Base Pay: \$51,000 PLUS:**

Holiday Pay Starting at \$2,352 (for 12 holidays)

Clothing Allowance is \$480 for first full year- \$1,980/year thereafter

Certificates Pay: \$400 Annually for Basic, General, Intermediate, Advanced, Senior, & Instructor Certificates; \$900 Annually for Paramedic & Bilingual- up to \$5,400 Annually

Degree Pay: \$400, \$1,200, \$1,800 Annually for Associate, Bachelor's, & Master's, respectively

Starting Patrol Officers Can Expect to Make At Least \$56,383.

Home Storage Use Program, LTD Pay, Full Employee Medical, Dental, & Vision (for employees only), plus many Employee-Citizen Only (ECIO) benefits.

CALL 501-776-5983 TO SCHEDULE YOUR APPOINTMENT & SEE WHAT BPPD CAN DO FOR YOU!

Apply at [www.bentonpolice.org](http://www.bentonpolice.org)




# Texarkana Arkansas Police Department

Civil Service Test  
June 3rd, 2023  
8am at Bi-State Justice Center  
Salary - Base \$46,924.29 - \$66,166.83

**Benefit Offer:**



- Later Pay for up to 5 years, Certified Officer
- 15 days paid vacation annually increases with tenure
- Paid sick leave with 720-hour accrual/FMLA
- College education incentive pay
- Certificate SWAT, AS, FTO, Bilingual, Honor Guard, Crime Scene, Traffic, reconstruction
- Incentive Pay
- Up to 35 years of service - Pension is \$1875 per year
- Affordable Health Insurance
- Arkansas LOPF Retirements with 36 annual COLA
- Take your health & family insurance coverage with you at retirement
- Weight room and physical fitness facility at no charge
- Job Aid: Advanced training a month

**Additional Requirements:**

- Must be 21 years of age and a US Citizen with a valid Driver's license
- Pass written exam and a physical assessment, see website for assessment guidelines
- \*Contact the Police Personnel Office to Discuss Your Future with T.A.P.D. Minority and Female Applicants are encouraged to Apply
- Texarkana Arkansas is an Equal Opportunity Employer

For additional information and to obtain an application online visit:  
<http://www.tadpolice.com/apply>

Corporate Crime Group  
[www.tadpolice.com/apply](http://www.tadpolice.com/apply)  
903-798-3125

## New Pay Scale

- \$50,053 - Starting Salary (with-in Step Increases)
- \$10,000 - Sign-on Bonus for Certified Officers
- \$5,000 - Sign-on Bonus for Non-certified hires
- \$2,600 - Annual Incentive
- \$2,400 - Annual Certificate Pay (Up to \$280/month)
- \$3,000 - Education Incentives
- \$2,000 - Annual Retention Pay (Annual Incentive to Retain)
- \$1,200 - Annual Uniform Allowance

**CITYHS.NET/CAREERS**

Health Insurance, Dental, Life, Vacation, and LOYALTY Retirement Home Storage Util. Program

For more information, visit [www.tadpolice.com/apply](http://www.tadpolice.com/apply) or call Human Resources at 903-798-3125



Items currently being discussed:

Competitive Pay

Incentives

Shift Differential

Recruiting Bonus

Sign-on Bonus

Tiered Raise Structure

Additional Insurance Support

<b>JPD Retention Data</b>
Patrol Officer (U1) 86 personnel (6 Open) - average years of service is 4 years (2 months to 27 years)
Specialized/Investigative Officer (U1) 50 personnel (2 Open) - average years of service is 15 years (1 year to 33 years)
Patrol Sergeant (U2) 13 personnel - average years of service is 16 years (10 years to 24 years)
Specialized/Investigative Sergeant (U2) 12 personnel - average years of service is 17 years (11 years to 25 years)
Lieutenant (U3) 8 personnel - average years of service is 22 years (11 years to 33 years)
Captain (U4) 4 personnel - average years of service is 27 years (18 years to 34 years)
Assistant Chief (U5) 1 personnel - average years of service is 33 years
Chief (U6) 1 personnel - average years of service is 31 years

JPD Pay Increase  
2022 - 2023

	Starting Pay - \$34,500 to \$43,260 % Inc										Max Pay - Advance Max Step (Retention) % Inc					
	2022					2023					2022			2023		
	COLA	Step	Adj in May	COLA	Step	COLA	Step	Adj in May	COLA	Step	COLA	Step	Adj in May	COLA	Step	
	Total %					Total %					Total %			Total %		
U1	2.0%	2.0%	19.4%	3.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	
U2	2.0%	2.0%	1.0%	3.0%	2.0%	10.0%	1.0%	2.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	
U3	2.0%	2.0%	1.0%	3.0%	2.0%	10.0%	1.0%	2.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	
U4	2.0%	2.0%	1.0%	3.0%	2.0%	10.0%	1.0%	2.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	
U5	2.0%	2.0%	1.0%	3.0%	2.0%	10.0%	1.0%	2.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	
U6	2.0%	2.0%	1.0%	3.0%	2.0%	10.0%	1.0%	2.0%	2.0%	2.0%	2.0%	1.0%	2.0%	2.0%	2.0%	



JPD Terminations

Previous 2.5 Years Termination Summary 2021 - Mid Year 2023				
Position Detail		Avg Srvd	Reason	#
28% 14 Officer, 1 SCU		2.2 Yrs	Local Agency - Competitive pay? Workload? Shift?	15
17% 8 Officer, 1 SCU		2.3 Yrs	Non-local Agency	9
30% 3 Capt, 2 Lt, 3 Sgt, 6 Spec, 2 Off		22.6 Yrs	Retirement/Dept Non Unif/PT	16
15% 6 Officer, 1 CI, 1 SCU		2.1 Yrs	Different line of work/Job Fit/DNC Training	8
9% 4 Officer, 1 CI		2.7 Yrs	Discharge/Death	5
2% 1 CI		5.1 Yrs	Resigned/Relocate	1
				54

Previous 4.5 Years Termination Summary 2019 - Mid Year 2023				
Position Detail		Avg Srvd	Reason	#
22% 18 Officer, 1 SCU		2.2 Yrs	Local Agency - Competitive pay? Workload? Shift?	19
11% 9 Officer, 1 SCU		2.3 Yrs	Non-local Agency	10
33% 1 AC, 5 Capt, 4 Lt, 5 Sgt, 9 Spec, 5 Off		25.1 Yrs	Retirement/Dept Non Unif/PT	29
22% 17 Officer, 1 CI, 1 SCU		3.1 Yrs	Different line of work/Job Fit/DNC Training	19
8% 6 Officer, 1 CI		2.5 Yrs	Discharge/Death	7
3% 1 Officer, 1 K-9, 1 CI		4.3 Yrs	Resigned/Relocate	3
				87

Name	Job Title	Hire Date	Term Date	Serv Yrs	Reason
Sharp Paige N	Police Officer	7/3/2017	1/20/2019	1.55	Resigned - Dissatisfied with shift change
McCarrell Corey S	Police Officer	7/3/2017	1/29/2019	1.58	Resigned - could not complete training
Smith Billy J	Police Captain	3/28/1983	1/31/2019	35.87	Retirement
McClard Gary Wayne	Police Officer	2/1/1991	1/31/2019	28.02	Retirement
Shipman Johnathan W	Police Officer	4/16/2000	1/31/2019	18.81	Retirement
Taylor Christopher Nicholas	Police Officer	12/16/2016	2/6/2019	2.14	Resigned to relocate to TN with another agency
Taylor Cooper Gene	Lieutenant - 3P	2/23/1990	2/28/2019	29.03	retirement
Cullison Garrett Jay	Officer - 1P	7/30/2018	4/1/2019	0.67	Resigned. Police is not for him
Baggett Kelly W	Captain - ADM	11/5/1988	5/31/2019	30.59	Retirement
Goodrich Derick D	Sergeant - 1P	1/1/1990	6/27/2019	29.50	Retirement
Pollett John Timothy Scott	Police Officer TRN	5/13/2019	8/1/2019	0.22	resigned during training
Baldwin Connor Andrew	Officer - 1P	5/16/2016	8/2/2019	3.21	Resigned. Accepted position as SRO Brookland Schools
Smith Kyle L	Officer - 2P	6/17/2019	8/26/2019	0.19	Resigned for More pay with another agency
Burnett Claudia	Police Officer - 2P	5/13/2019	10/18/2019	0.43	She cited law enforcement is not the right occupation.
Hay Gage Austin	Policer Officer - 1P	5/13/2019	12/16/2019	0.59	Discharged. Failed Training
Sanderlin Ethan Starnes	K9 Officer - 2P	9/16/2013	12/20/2019	6.26	Resigned without notice.
Burcham John Wylie Shelnut	Police Officer - 2P	5/13/2019	12/23/2019	0.61	resigned during training
Middlecoff Blaine Ellis	Officer - 2P	5/16/2016	1/17/2020	3.67	Resigned for ASP
Moore Casey Daniel	Officer - TRF	5/16/2016	1/31/2020	3.71	Resigned for ASP
Evans Victoria Danielle	Officer - 1P	5/16/2016	2/28/2020	3.79	Discharged.
Smith Jeremy L	Officer - 2P	4/3/2006	4/10/2020	14.03	Resigned to work in private sector
Manning Thomas Russ	Officer - SRO	2/8/1993	4/30/2020	27.24	Retirement
Barton Zachary Ryne	Officer - 1P	3/30/2020	6/21/2020	0.23	Death on personal time.
Eads Timothy W	Asst Police Chief - ADI	5/20/1985	6/30/2020	35.14	Retirement
Coleman Roy A	Lieutenant - DTF	5/20/1985	6/30/2020	35.14	Retirement
Ward Ernest Dale	Officer - CI	12/17/1988	6/30/2020	31.56	Retirement - Transfer to non-uniform position
Cole Nathaniel Orman	Officer - 2P	11/1/2012	8/13/2020	7.79	Resigned to work in private sector
MacDonald Danny	Officer	8/16/2002	8/16/2020	18.01	Retirement - stayed on PT
Delaney Bruce E	Officer - TRN	8/3/2020	9/22/2020	0.14	resigned during training
anderson Blake	Officer	1/16/2009	10/26/2020	11.78	Resigned to work in private sector - stayed on PT
Branscum James Mike	Officer - CI	8/1/1997	11/30/2020	23.35	Retirement
Poe Christopher L	Sergeant - CI	9/1/1998	12/15/2020	22.30	Retirement
Harrison James T	Officer - 1P	3/30/2020	12/16/2020	0.72	Resigned for Brookland PD
Crumpton Landon H	Officer - 3P	3/30/2020	1/27/2021	0.83	Resigned to Lawrence Co Sheriff Office
Anderson Jeffery Tanner	Officer - 2P	8/3/2020	2/11/2021	0.53	Resigned to Bull Shoals PD
Rogers Larry E	Sergeant - AC	6/20/1987	2/28/2021	33.72	Retirement - Transfer to non-uniform position
Lochner Peter Harper	K9 Officer - SCU	11/17/2014	3/5/2021	6.30	Resigned to relocate to FL agency
Lester Aasin Laphent	Officer - 1P	5/16/2016	3/17/2021	4.84	Retirement
Mitchell Lydia Gabrielle	Officer - 3P	5/13/2019	3/28/2021	1.88	Resigned to relocate to russellville PD
Rogers Christopher Allen	Officer - 2P	2/24/2020	3/29/2021	1.09	Resigned to relocate to Johnson CO Sheriff Office
Carmack Rachel Elizabeth	Officer-TRN	1/14/2019	4/9/2021	2.24	Non-uniform position with PD
Brooks Vic J	Officer - CI	4/17/2000	4/30/2021	21.05	Retirement
Krech Gavin A	Officer - TRN	8/3/2020	5/24/2021	0.81	Resignation to work at Paragould PD - offer 12 hour shifts
Sawyer Brian D	Officer - SRO	2/16/1989	5/31/2021	32.31	Retired
Williams Trayce E	Officer - 3P	11/5/2018	6/4/2021	2.58	discharged
Matthews Ronny Lewis	Officer - 2P	11/11/2019	7/9/2021	1.66	Resigned relocated to NC with another agency
McQuay Zachary Ryan	Officer - 1P	3/1/2017	7/30/2021	4.42	Resigned relocated to FL with another agency
Prostak Richard A	Officer - TRN	8/9/2021	8/16/2021	0.02	resigned during training
Faulkenberry Jasiel A	Officer - TRN	6/1/2021	8/20/2021	0.22	resigned during training
Dunham Markis Avighton	Officer - 3P	12/16/2019	8/26/2021	1.70	Resigned to work at Pocahontas PD

Name	Job Title	Hire Date	Term Date	Serv Yrs	Reason
Shackelford Gary Wayne	Sergeant - CI	12/1/1998	9/30/2021	22.85	Retirement - Health Issues
Mundy Owen Drake	Officer - 2P	8/9/2021	10/25/2021	0.21	Resigned to work at Paragould PD - 12 hour shifts
McDaniel Matthew Tyler	Officer - 3P	8/1/2016	11/19/2021	5.30	Resigned to work in the private sector
Oliver Nathan D	Lieutenant - 1P	9/12/1987	1/31/2022	34.41	Retirement.
Chism Kelsey H	Officer - CI	12/16/2016	2/2/2022	5.13	Resigned to relocate.
Vermillion Patrick C	Officer - B	6/14/2021	2/10/2022	0.66	Resigned. Accepted position at St Bernard, IT division.
Lee Tristen Keith	Officer - D	6/1/2021	2/18/2022	0.72	Transferred to Animal Control. Not a fit for PD
Nelson Todd W	Captain - ADM	4/19/1993	2/25/2022	28.87	retirement - JHS Security
Roper Richard Scott	Captain - ADM	12/3/1988	4/30/2022	33.43	retirement - COJ Non-uniform position
Stallings Daniel N	Officer - TRF	5/1/1997	4/30/2022	25.01	Retirement Brookland PD
Noles Demetris Charles	Officer - D	9/1/2021	5/13/2022	0.70	Resignation. ASU PD
Bridges Brandon Scott	Officer - C	12/16/2019	5/20/2022	2.43	Resignation. Relocated to Cabot for family
Shull Christopher A	Officer - C	1/2/2018	5/20/2022	4.38	Discharged.
Porter Johnathon David	Officer - PTRN	1/3/2022	5/24/2022	0.39	Resigned. Paragould PD
Parks Vincent Anthony	Officer - TRN	6/13/2022	7/17/2022	0.09	Death while on duty at academy training.
Alcorn Heaven L	Officer - C	6/1/2021	8/19/2022	1.22	Resigned. Walnut Ridge PD
Mead Madeline R	Officer - CI	5/4/2020	8/27/2022	2.32	Resigned for Non-uniform position
McGee John W	Officer - DTF	2/1/1997	8/31/2022	25.59	Retirement
Carmichael Nicholas Allen	Officer - CI	12/16/2016	10/13/2022	5.83	Discharged.
Chism Levi Travis	K9 Officer - D	7/30/2018	10/31/2022	4.26	Resigned to work at ASU
Talley Michael Trent	Officer - SCU	12/1/2015	1/31/2023	7.17	Resigned for Private School Security
Landreth Joshua Hunter	Officer - SCU	10/1/2012	2/3/2023	10.35	Went to work for Arkansas State Police
Simino Michael Shannon	Officer - B	8/9/2021	2/6/2023	1.50	Another opportunity that is better for family circumstances Bono
Lawson Gregory Allen	Officer - SRO	6/27/2022	2/15/2023	0.64	Retirement.
Baxter Jeffrey Scott	Captain - ADM	1/1/1990	2/28/2023	33.18	retirement
Magee Sadie Marie	Officer - A	2/22/2021	3/10/2023	2.04	Resigned ASU - Better pay and benefits
Iglehart Kaitlyn Michele	Officer - D	12/16/2016	3/14/2023	6.24	Resigned for Trumann PD
Doyle Timothy B	Lieutenant - DTF	12/16/1997	3/31/2023	25.30	Retirement
Howard Kenny J	Sergeant - DTF	8/1/1996	3/31/2023	26.68	Retirement
Mann Brett S	Officer - SRO	11/1/2010	4/18/2023	12.47	Retirement
Haney Garrett Dale	Officer - C	1/3/2022	4/20/2023	1.29	Resigned went to Greene Co Sheriff office
Harrison Cameron Seth	Officer - C	8/9/2021	4/20/2023	1.70	Resigned went to Paragould PD
McMillen Justin Garrett	Officer - A	1/2/2023	5/13/2023	0.36	Resigned. Relocated to Fayetteville PD
Williams Steven Lee	Officer - TRN	1/2/2023	5/30/2023	0.41	Discharged - Arrested DUI
Harris SR James Lee	Officer - TRN	1/2/2023	6/2/2023	0.41	Resigned - Did not complete Training
McGinnis Lance	Officer - B	6/27/2022	6/16/2023	0.97	Rehire and resigned 2nd time to Harrisburg PD
Chambers, JR Jacob	Officer - A	11/30/2020	6/20/2023	2.55	Hampton PD