

Resolution # 6-1

WHEREAS, County policies and procedures require both the assigned oversight committee and the Finance Committee to approve all requests to apply for grants from Federal and State agencies, as well as grants from all other entities; and,

WHEREAS, County policies and procedures require that the acceptance of grants of \$30,000 or more must be approved by the full County Board;

WHEREAS, the Department of the Sheriff's Office wishes to apply for and accept an a grant from the Illinois Law Enforcement Training and Standards Board for the FY25 ILETSB - Officer Recruitment and Retention Grant program in the amount of approximately \$165,200; and

WHEREAS, this grant will allow the Sheriff's Office to provide a recruitment campaign, internal recruitment efforts, and Sign-On Bonuses; and

WHEREAS, as documented by the approval of this resolution, the Jail Committee Committee and the Finance Committee have approved the the Sheriff's Office Department's request to apply for the FY25 ILETSB - Officer Recruitment and Retention grant and the committees recommend that the County Board approve the acceptance of this grant, if awarded by the Illinois Law Enforcement Training and Standards Board.

NOW, THEREFORE, BE IT RESOLVED that the Sangamon County Board, in session this 11 day of March, 2025, approves the acceptance of the FY25 ILETSB - Officer Recruitment and Retention grant, which is detailed above, if the grant is awarded to the County by the Illinois Law Enforcement Training and Standards Board. The County Administrator is authorized to sign required grant documents to execute the agreement for this grant.

ATTEST:

County Clerk

Chairman, Sangamon County Board

Approved by the the Jail Committee Committee February 18, 2025

[Signature], Chairman

Approved by the Finance Committee February 25, 2025

[Signature], Chairman

FILED

FEB 26 2025

[Signature]

6-2

SANGAMON COUNTY - GRANT APPROVAL FORM

Requesting Department: Sheriff's Office

Grant Program Title: FY25 ILETSB - Officer Recruitment and Retention Grant

This request is for: a new grant renewal or extension of an existing grant

Grantor: Illinois Law Enforcement Training and Standard Board

Brief description of the grant program and its benefits to Sangamon County:

The grant application seeks to secure funds for recruitment campaigns, internal recruitment efforts, and sign-on bonuses.

Anticipated Grant Revenue Amount: \$165,200

Are matching funds required? Yes No

If yes, please state the amount and the source of matching funds:

If this grant is approved, will any new personnel be hired: Yes No

If Yes, please indicate the number and cost of personnel:

Are there any *indirect costs* or *legal* requirements associated with this grant (i.e., increased workload on existing staff, requirements to continue specific programs after grant periods, etc.): Yes No

If Yes, please provide details. Include attachment if needed:

	Current FY	Current FY + 1	Current FY + 2
Number of Employees			
Personnel Costs (in dollars)			
Fringe Benefit Cost			
Other Costs (Equipment, etc)			
Total Cost			

Requested by: Paula M Crouch
(Department Head Signature)

Date: 2/10/2025

Grant Application Narrative for Sangamon County Sheriff's Office

Introduction The Sangamon County Sheriff's Office (SCSO) recognizes the critical need for innovative and strategic approaches to address the challenges of recruitment and retention within law enforcement. With a strong commitment to enhancing public safety and fostering a diverse and effective workforce, the SCSO respectfully submits this grant proposal to implement targeted recruitment and retention initiatives. The proposed initiatives align with the objectives of the grant program and aim to address recruitment gaps (as of February 4, 2025, the Sheriff's Office will have 12 deputy openings out of 70 budgeted positions or 17.14%), increase diversity, and ensure long-term retention of qualified officers.

Proposed Use of Funds

1. **Recruitment Campaigns (\$50,000)**
 - o **Objective:** Increase awareness of law enforcement career opportunities and attract a diverse pool of qualified candidates.
 - o **Plan:**
 - Develop and execute a multi-platform media campaign, including radio and television advertising.
 - Design and produce recruitment materials such as brochures, posters, and digital content.
 - Utilize billboard advertising in strategic locations to maximize visibility.
 - o **Impact:** This campaign is expected to significantly expand the reach of recruitment efforts, particularly among underrepresented communities, thereby increasing the volume and diversity of applications.
2. **Internal Recruitment Efforts (\$43,200, \$30,000 plus \$13,200 in applicable fringe benefit costs)**
 - o **Objective:** Promote recruitment and retention within the agency by incentivizing referrals and rewarding employee contributions to the recruitment process.
 - o **Plan:**
 - Provide a \$3,000 bonus to employees who refer candidates who successfully complete the police academy or lateral hires who complete the field training program.
 - Establish a tracking mechanism to monitor and evaluate the effectiveness of the referral incentive program.
 - o **Impact:** By leveraging the networks of current employees, this initiative is anticipated to increase the quality and quantity of applicants, as well as foster a sense of agency pride and involvement in the recruitment process.
3. **Promote Recruitment Through Sign-On Bonuses (\$72,000, \$50,000 plus \$22,000 in applicable fringe benefit costs)**
 - o **Objective:** Attract and retain highly qualified candidates to fill critical vacancies.
 - o **Plan:**
 - Offer a \$5,000 sign-on bonus to applicants who are selected and successfully complete the police training academy.
 - Extend the same bonus to lateral hires who complete the field training program.

- Implement a structured timeline for disbursement of bonuses to ensure long-term commitment from recruits.
- Include a provision that the bonus constitutes the agreement to a 3 year commitment to the Sangamon County Sheriff's Office.
- **Impact:** This financial incentive is designed to make law enforcement careers more competitive, particularly in a job market where other industries offer similar recruitment bonuses. The program is expected to attract motivated and qualified individuals, reducing the overall time-to-hire for critical positions.

Alignment with Grant Objectives The proposed initiatives meet the specific objectives outlined in the grant program:

- **Recruitment Campaigns:** Leveraging media to reach eligible candidates and encourage consideration of careers in law enforcement.
- **Internal Recruitment Efforts:** Increasing diversity and quality of applications through innovative incentives and addressing recruitment complications.
- **Retention Strategies:** Encouraging longevity and reducing turnover through structured financial incentives and employee engagement.

Implementation Plan

- **Timeline:** The proposed initiatives will be implemented over a 12-month period, with milestones for each phase of the campaign and incentive program.
- **Evaluation:** The effectiveness of each initiative will be monitored through metrics such as the number of applications received, diversity statistics, referral success rates, and retention rates of newly hired officers.
- **Partnerships:** Collaborate with local media outlets, community organizations, and educational institutions to amplify outreach efforts and enhance program visibility.

Budget Summary

- Recruitment Campaigns: \$50,000
- Referral Bonuses: \$43,200
- Sign-On Bonuses: \$72,000

Total Request: \$165,200

Conclusion The Sangamon County Sheriff's Office is committed to addressing the recruitment and retention challenges facing law enforcement today. By implementing targeted initiatives that align with the objectives of this grant program, SCSO seeks to build a diverse, motivated, and highly skilled workforce that can effectively serve the community. We appreciate your consideration of this proposal and look forward to the opportunity to strengthen our efforts in promoting public safety through innovative recruitment and retention strategies.