

Recruitment/Retention Plan for UTPD – 2024

The University of Tennessee Police Department has adopted a recruitment/retention plan for newly hired Police Officers and Communication Officers. This includes those who are already POST/Commissioned Police Officers, those who are not yet Commissioned Police Officers, and Communication/Dispatch Officers. Upon hiring you will be placed into one of the categories below. Categories may not be changed therefore whichever category you entered at the time of hire is the category you maintain for payment schedule.

This plan specifically prohibits police officers from leaving one TN law enforcement agency to join another simply to participate in this plan again.

The chart below represents the category (position), dollar amount, and time distribution of payment:

Hire Category	Payment Schedule				
	6 Months	12 Months	24 Months	36 Months	TOTAL
(1) POST/Commissioned Police Officer	\$1,000	\$3,000	\$3,000	\$3,000	\$10,000
(2) Non-POST/Commissioned Police Officer	-	\$3,000	\$2,500	\$2,500	\$ 8,000
(3) Communication/Dispatch Officer	-	\$2,000	\$2,000	\$2,000	\$ 6,000

Category 1 – POST Police Officer:

(A) Officers who meet the following conditions from outside the State of Tennessee:

- Officers who have previous law enforcement experience and are currently certified as Peace Officers outside of the State of Tennessee only requiring the state "Transition" academy to receive Tennessee POST certification.

(B) Officers who meet the following conditions from within the State of Tennessee:

- Officers in good standing who have been POST certified in the State of Tennessee but have been out of law enforcement for more than 1 year but no more than 7 years (thus requiring only a "Transition" academy for re-certification).

Category 2 – Police Officer:

- Officers with no previous law enforcement experience and who will need to attend a full police academy.

Category 3 – Communications/Dispatch Officer:

- Applies to all newly hired.