

# Law Enforcement Attraction and Retention Act: How it Works

## LB 1241 LANGUAGE

Sec. 8.

(1) The council shall accept applications for retention incentive payments from individual law enforcement officers in Nebraska.

(2) To be eligible for a tier 1 retention incentive payment, a law enforcement officer must complete twelve months of full-time employment as a law enforcement officer after July 1, 2022. No law enforcement officer shall receive more than one tier 1 retention incentive payment.

(3) To be eligible for a tier 2 retention incentive payment, a law enforcement officer must complete three years of full-time employment as a law enforcement officer after July 1, 2022. No law enforcement officer shall receive more than one tier 2 retention incentive payment.

(4) To be eligible for a tier 3 retention incentive payment, a law enforcement officer must complete five years of full-time employment as a law enforcement officer after July 1, 2022. No law enforcement officer shall receive more than one tier 3 retention incentive payment.

(5) Full-time law enforcement officers employed by a law enforcement agency that employs more than seventy-five full-time law enforcement officers shall only be eligible for a tier 1 retention incentive payment, and such payment shall be seven hundred fifty dollars.

(6) For full-time law enforcement officers employed by a law enforcement agency that employs seventy-five or fewer full-time law enforcement officers:

- (a) The tier 1 retention incentive payment shall be one thousand five hundred dollars;
- (b) The tier 2 retention incentive payment shall be two thousand five hundred dollars; and
- (c) The tier 3 retention incentive payment shall be three thousand dollars.

## SUMMARY TABLE

Law Enforcement Attraction and Retention Act					
Tier	Service Trigger	Service Clock	Amount		Maximum Retention Incentive Payments per Officer
			Less than 75 officers	More than 75 officers	
Tier 1	1 year	Starts on or after 7-1-2022	\$1,500	\$750	1 per officer (lifetime)
Tier 2	3 years		\$2,500	N/A	1 per officer (lifetime)
Tier 3	5 years		\$3,000	N/A	1 per officer (lifetime)

## INELIGIBLE FOR PAYMENT

- Certification has ever been revoked.
- Convicted of a felony or Class I misdemeanor and did not receive a pardon or set aside for such conviction.
- Adjudicated by PSAC to have engaged in serious misconduct.
- Allowed to resign instead of being terminated from employment. This only applies if the law enforcement officer's certification would have been revoked had he or she not resigned.

## HIRING BONUS PROGRAM

As both the Retention Payments and Hiring Bonuses are funded by the same allocation, PSAC has elected to not offer Hiring Bonus funding until the second half of 2023.