

Race and Equity Pocket Questions

Title and purpose of this initiative: Police Officer Retirement

Department: Police

What are the racial and equity impacts?

This is a tradition for sworn members of the police department who are retiring. There are no known racial impacts as all retiring officers qualify for this benefit. Retiring officers may opt to receive, or not receive, their duty sidearm if they wish.

Who is or will experience community burden?

No one will experience a burden as this is a traditional retirement benefit option for officers.

Who is or will experience community benefit?

Sworn employees with the police department who retire from the police department will experience benefit.

What are the root causes of inequity?

Officers who do not retire from the police department do not qualify for this benefit.

What might be the unintended consequences of this action or strategy?

There may be concerns about a firearm being in the community, but the person receiving it has been trained and demonstrated safe handling and storage as part of their official responsibilities.

How is your department planning to mitigate any burdens, inequities, and unintended consequences?

None are indicated. If any arise, they will be addressed appropriately.