



Employer Partnership: The Washington, DC Metropolitan Police Department and the US Army Reserve



The Partnership

- MPD is proud to be the **first law enforcement agency in the country** to collaborate with the Army Reserve to show interested individuals that they may use their skills and training to serve both their country and their community.



About the Metropolitan Police Department

- Primary Law Enforcement Agency in Washington, D.C.;
- \$500 Million Dollar Budget;
- 4,200 sworn officers;
- 749 civilian employees;
- Expanding Agency: Need to hire 300 new police officers and 100 new civilians per year.



Employer Partnership Background

- Formalizes the commitment of MPD to explore opportunities with the Army Reserve to collaborate on recruiting efforts.
- Establishes commitment to investigate ways to attract members who are leaving the full-time Army to transition into careers in law enforcement and continued service in the Army Reserve.



The Value of Military Service

- This agreement will assist the U.S. Army Reserve and MPD in fulfilling their shared mission to recruit high quality men and women who possess the integrity and character befitting both organizations.
- Former Soldiers make better police officers; MPD benefits from the employment of intelligent, trained, and responsible men and women with experience, proven leadership skills, and a desire to serve. 21% of MPD new hires have prior military service.





Military and Police Similar Characteristics

- Mindset of Service to Country and Community;
- Physically fit;
- Familiar with a military structure and rank system;
- Understands wearing of uniforms;
- Sense of teamwork and esprit de corps;
- Willing to assume risk and understands personal sacrifice;
- Ability to take orders and carry out a mission;
- Ability to lead others and make decisions;
- Experience with weapons;
- Experience in handling confrontations;
- Experience in de-escalating situations;

MPD Minimum Requirements

- Be a US citizen at the time of application
- Be 21 years of age
- Possess at least 20/100 vision, correctable to 20/30 in both eyes
- Pass a written test
- Pass a medical examination, including a drug-screening test, and being of proportionate height and weight as measured by percentage of body fat
- Pass a psychological examination
- Possess a high moral character for carrying out law enforcement duties
- Possess a valid driver's license at the time of application
- Have one of the following:
 1. Successfully completed at least 60 semester hours of college credit; or
 2. Served in the US Armed Forces, including the Reserves and National Guard, for at least 3 years on active duty and, if separated from the military, have received an honorable discharge; or
 3. Served at least 5 years in a full-duty status with a full-service police department in a municipality or a state within the United States, and have resigned or retired in good standing.

MPD Police Officer Benefits

- Starting salary is \$48,715 a year. After 18 months of probationary service, the base salary rises to \$53,300 a year. Recruits begin earning their full salary upon entering the Academy.
- Lateral officers' starting salary ranges from \$51,151 to \$71,971, and is dependent on their experience (Military Police Service may be recognized as police service).
- 3% pay differential for officers working the evening tour of duty; 4% for officers working the midnight shift
- Language stipend of \$50 per pay period (\$1,300 per year) for officers who are certified as fluent in any language other than English
- Full health, dental, visual, and life insurance benefits.

MPD Benefits for Military Personnel

- Veterans may claim a **5-point preference on competitive examinations** for positions with the District Government. Disabled veterans may claim a 10-point preference.
- The **60 credit-hour** post secondary educational **requirement** for police officer positions is **waived** for applicants who have served **3 years of active duty** with the U.S. Military.
- A member of the U.S. Military who has served as a **military police officer** for at least one year is **eligible** to apply **as a lateral police officer** (if the military police service was within one year of application). Lateral police officers are appointed at a higher salary than entry-level officers, commensurate with their law enforcement experience.
- Members of the National Guard and Reserve are entitled to **an additional 15 days of paid leave** (Military Leave) per calendar year for the performance of military service.

MPD Benefits for Military Personnel (cont.)

- A **member** of the Reserve or National Guard **called to active military duty** is **entitled to the difference in compensation between** his/her active duty **military pay and salary** as a District Government employee.
- An employee who is called to active military duty with either the Reserves or National Guard is **entitled to return to his/her position with the District Government.**
- An employee returning from a period of active military service with the National Guard or Reserves is **entitled to all promotions, grade increases, etc.**, that he/she would have received during the absence.
- An employee called to active military service with the National Guard or Reserve is **entitled to maintain his or her health benefits (self and family)**, as long as the employee continues to pay his or her portion of the health insurance premium. The employee also has the option of suspending his or her health benefits while on active military duty. Should this option be exercised, the returning employee is entitled to the full restoration of health benefits.
- A police officer returning from a period of active military service is **entitled to service credit for retirement eligibility** under the Police Officers' and Firefighters' Retirement System.



- Personal relationships and friendships developed between the MPD and USAR that strengthens the partnership.

- MPD is leading the way and serving as an example for other law enforcement agencies as it relates to supporting people who serve or have served in the military.

