

News Release

Aberdeen Police Department

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Aberdeen Police Department Offers Enhanced Salary Plan to Attract and Retain Officers

Aberdeen, MD—The Aberdeen Police Department is excited to announce the approval of a new, enhanced pay scale designed to attract qualified lateral police officers and entry-level police applicants beginning their careers in law enforcement and help retain officers currently serving in the force.

As a commitment to Aberdeen's safety and security, Chief Henry Trabert, in close collaboration with Mayor Patrick McGrady and the City Council, has meticulously crafted a new robust pay plan. This plan not only rewards those starting a career in law enforcement but also creates front-loaded salary enhancements to retain the highly qualified police officers currently serving the citizens of Aberdeen.

The following are some of the immediate incentives that will assist both the hiring and retention of officers:

- Entry-level starting police recruit salary increases from \$49,000 to \$62,026, a 26% increase.
- Experienced lateral officers can earn \$74,000 starting pay based on their prior police experience.
- The creation of a senior officer position that rewards officers for thirteen years of exemplary service.

In addition, these existing incentives are intended to attract qualified lateral and entry-level police officers:

- Lateral officers can purchase up to ten years prior police service towards retirement.
- College tuition reimbursement.
- Work-life balance: patrol officers have every other weekend off.
- Education and fitness incentives
- Take home car

The new pay plan will become official on July 1, 2024, and will affect all sworn members of the police department. Officers currently employed by the police department will receive pay increases varying from 5 – 27 percent depending on their rank and time of service.

Anyone interested in applying to the Aberdeen Police Department can visit <https://www.aberdeenpolice.org/employment> or email Captain C. William Reiber at wreiber@aberdeenmd.gov.

Prepared By: Captain C. William Reiber