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News Release

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Durham Police Department Announces New Hiring Incentives *Recruiting Now for Upcoming ALET and BLET Academies*

The City of Durham offers a benefits package that includes comprehensive health, vision and dental and competitive retirement plans. Additionally, the Durham Police Department (DPD) is now offering a new package of hiring incentives for both entry level Basic Law Enforcement Training (BLET) and Advanced Law Enforcement Training (ALET) positions.

The department is providing a one-time hiring bonus of \$5,000 upon successful completion of all phases of both academy and field training, and a signed four-year commitment for both BLET and ALET applicants.

DPD is also offering a one-time relocation bonus of up to \$3,000 for officers who move into the city limits of Durham. This incentive will be applied upon verification of required documentation.

Additionally, other incentives will include an annual clothing allowance for investigators and a shoe allowance for Uniform Patrol officers.

Choose A Career That Matters

DPD is actively recruiting for ALET and BLET academies. The department will hold an ALET academy in January 2017, the first in five years. Salaries for interested applicants who are currently North Carolina BLET-certified will range from \$37,000 to \$51,540, depending upon the applicant's years of prior service compared to the department's current pay structure.

ALET academy training will consist of Durham specific instruction and will last eight weeks. Field training for ALET graduates will consist of two phases – a 17-week accompanied phase and a four-week independent phase.

The BLET academy, which includes additional departmental topics, lasts approximately 30 weeks. BLET field training consists of two phases – a 17-week accompanied phase and a 12-week independent phase. The next BLET academy is scheduled for February 2017.

Why choose Durham? The mission of the Durham Police Department is to minimize crime, promote safety and enhance the quality of life in partnership with our community.

The vision of the Durham Police Department is to be a progressive law enforcement agency committed to reducing crime by providing the best quality of service, fostering public confidence and maintaining the highest standards of excellence as a community partner for positive change.

The Durham Police Department has multiple career advancement opportunities that span a variety of community- and department-based functions.

- Specialized opportunities include: K-9 Unit, Narcotics, Tactical Team, Criminal Investigations, Traffic Services, Motor Unit, Bicycle Unit, Gang Resistance Education and Training (G.R.E.A.T.) Unit, Community Resources, Recruiting, Training, Gang Investigations, Crisis Intervention Team (CIT), and more.
- Additional opportunities include Patrol Rifleman, Police Training Officer, Hostage Negotiator, Honor Guard, Police Athletic League, and others that provide added personal and community benefits beyond chosen career paths.
- The department conducts performance-based assessment centers for promotional opportunities every two to three years, depending on operational necessity.

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