



Yorktown Police Department

9312 W Smith St/PO Box 518, Yorktown, IN 47396
Phone (765) 759-7760 Fax (765) 759-4008

**Chief of Police
Kurt Walthour**

Dear Town Council Members and Town Manager, Chase Bruton,

I am writing to formally request the consideration of adding two incentive pays to the Police Departments budget for 2025. One would be a military incentive. Currently we have a college incentive and no military incentive. Most departments have a military incentive. If this incentive would be approved an officer who has both a college degree and has severed in the military could only receive either the college incentive or the military incentive, not both. At this time this would affect two of our dedicated officers here at the Yorktown Police Department: Officer Bill Curtis and Officer Isaac Rodriquez.

These incentive pays would be .35 per hour for the translation incentive and .35 per hour for 2 years of military service and .50 for 4 or more years of military service. This should increase the departments pay roll by roughly \$3000 per year.

Officer Bill Curtis

Officer Curtis served in the United States Marine Corps for five years before joining our department. We believe it would be appropriate to recognize Officer Curtis' service with additional incentive pay, which would both honor his sacrifice and reinforce our department's commitment to supporting our veterans.

Officer Isaac Rodriquez

Officer Rodriquez served for four years in the United States Marine Corps, and since joining the Yorktown Police Department, he has continued to serve his community with distinction. In addition to his law enforcement duties, Officer Rodriquez has demonstrated exceptional language skills as a Spanish translator, assisting in 25 cases last year alone across multiple departments. His bilingual abilities have been an invaluable asset in bridging communication gaps and ensuring that our department can effectively serve the Yorktown community.

Given Officer Rodriquez's specialized skills and the increasing demand for translation services, we feel it is both fair and necessary to recognize his contributions with incentive pay for his translation work. This would not only reward his unique expertise but also help our working relationships with the other departments within Delaware County.

We respectfully request that you consider providing incentive pay for both of these officers, in recognition of their military service and specialized contributions to the Yorktown Police Department. I am confident that such an initiative would reflect well on the town's commitment to honoring those who serve and provide critical services that benefit our entire community.

Sincerely,

A handwritten signature in black ink, appearing to read "Kurt Walthour". The signature is fluid and cursive, with a large initial "K" and "W".

Kurt Walthour

Yorktown Police Department