

TO: Mayor Robinson and City Council

FROM: Jeffrey L. McCormick, Chief of Police

SUBJECT: Police Officer Position

DATE: August 13, 2015

BACKGROUND

For the July 7th meeting I had prepared a memo regarding hiring a police supervisor and an officer hire to backfill an officer position if the supervisor was from within the department. I now find myself in the position of needing to separate the two issues. On August 8th I learned that Officer Trevor Sullivan has accepted a conditional offer of employment with another agency. Since we delayed filling the supervisor position to ensure wage saving to cover the cost of the generator, the loss of the officer will impact our scheduling significantly until one of the positions is filled.

The departure of Officer Sullivan will have a significant impact on the schedule because we are already short one position. Being short two positions leaves little room for unexpected events like illness or injury. Since I believe it will be a couple of weeks before the formal resignation is received, I would like to get a position posted and begin accepting applications this Friday. My goal would be to conduct interviews and hopefully begin the background on the candidate before Officer Sullivan's last shift.

Because of this I am bringing this directly to Council after discussion with the City Administrator. I have already informed the Police Commission of this decision.

I am comfortable in bring this plan forward since the Police Commission had already approved the concept of hiring a replacement if a promotion was used to fill the supervisor position

STAFF RECOMMENDATION

Recommend approval to post and begin the selection process to hire for anticipated replacements of officer(s) position that could occur from a promotion or resignation, as approved by the Police Commission at the July 7, 2015 meeting.

REQUESTED COUNCIL ACTION

Motion and approval to post and begin the selection process to hire for anticipated replacements of officer(s) position that could occur from a promotion or resignation, as approved by the Police Commission.