

**TO:** Mayor Robinson and City Council

**FROM:** Jeffrey L. McCormick, Chief of Police

**SUBJECT:** Police Officer Badge Pinning

**DATE:** November 12, 2015

**BACKGROUND**

The hiring process timeline I set was an aggressive one, with the City Council at the August 18, meeting authorizing me to move forward with the hiring process of an officer and at the October 20 meeting authorizing me to extend a final offer if conditions were met. I am pleased to advise the Council that I extended a final offer to Paul Larson and he will be starting on November 18, 2015, which is right in line with the hiring timeline set back in August. We also have completed the process for our new part-time officer Nate Timm.

At our November 17, 2015 meeting we will have their badge pinning ceremony, which will include the administration of the Oath by the Mayor, followed by the pinning of their badge. I feel that this provides a great way to welcome them in becoming part of the City and community.

Officer Paul Larson will be joining our department as a full-time employee with four years of experience in two different departments and a lateral entry was extended to him. He will be starting at a Grade 10/Step 4.

Officer Nate Timm will be joining our department as a part-time employee bring with him over nine years of from two different departments. He will be starting at Grade 10/step 1. The collective bargaining agreement sets the part-time rate regardless of experience level.

**STAFF RECOMMENDATION**

While Council has authorized me to make the hires, I am now able to bring forward names to go with the approved positions and am requesting a formal recognition of the Council of the hiring of Officers Larson and Timm.

**REQUESTED COUNCIL ACTION**

Motion and approval of the hiring of Officers Larson and Timm as indicated above