

**TO:** Mayor Althoff and City Council

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

**SUBJECT:** Police Officer Position

**DATE:** October 29, 2020

**BACKGROUND**

The resignation of Officer Fluhrer creates a second unfilled officer position which create a strain on staffing. In the past we have looked at internal candidates from our part-time officers and/or reserve officers who are license or test eligible. I am requesting Council approval to fill the vacant position created by Officer Fluhrer's resignation first seeking candidates using an internal posting, and if no candidates to consider, then using an external posting. Should a current part time officer accept the full time position we request approval to fill the part time position.

Currently we also have the unfilled position resulting from the retirement of Officer Ekstrom to staff. For the 2021 budget year Lt. Berg and I proposed leaving that position vacant during 2021 to allow time to better determine the impact of projected state budget deficit. We proposed filling that gap in staffing using part-time officers and using our discretion to determine when Lt. Berg and I could work to help cover without impacting our primary duties. With two vacant positions we cannot accomplish that approach for the long term. The department has worked hard to cover the gap that occurred while an officer was on leave, but it has hard on the remaining staff.

When we have candidates to consider I will work with the Police Commission during the interview and selection process to bring a recommendation to the City Council to approve hiring. A candidate that has never been a police officer before would have a minimum of 12 weeks of Field Training before being on their own. Typical time line from Council approval to fill a position using an external process to getting an officer into field training is about 3 months which would put that officer on their own around May 2021, which is why we have preferred to hire from Part-time or Reserve Officers.

**REQUESTED COUNCIL ACTION**

Motion and approval to fill the vacant position created by Officer Fluhrer's resignation as outlined above.