

TO: Mayor Althoff and City Council

FROM: Jeffrey L. McCormick, Chief of Police

SUBJECT: Police Officer Positions

DATE: January 15, 2021

BACKGROUND

The Police Commission meet on 12/29/2020 to discuss police officer hiring. I advised the Commissioners that Officer Paul Larson had received tentative start dates and was expecting the formal job offer within a week, and that Officer Good was expecting a job offer soon. The Police Commission discussed the current police officer openings across Minnesota and the need to move decisively to ensure that we are able to hire a good candidate before they were hired by a different department. The Police Commission unanimously approved posting externally for police Officer applicants to try and keep the time we will be short an officer minimized if Officer Larson and/or Officer Good leave.

Officer Larson gave his notice January 7 and his last day working will be January 24, 2021. Officer Good has given her notice January 14 and her last day working will be February 2, 2021. Based on the recommendation of the Police Commission, I am requesting Council approval to fill the vacant positions created by Officer Larson's and Officer Good's resignation and authorize the Police Commission to move forward with hiring replacement officers.

The Police Commission wants to move decisively in the hiring process. The tentative timeline is below. The timeline is aggressive and might have to be adjusted but the hope is to move through the process in a through and complete process faster than other departments are moving so we do not lose a good candidate to someone else.

Accept applications until January 15. Score applications by January 18. Council approval to fill position January 19. Conduct interviews January 20. Conditional offer week of January 25. Conduct background investigation, psychological and medical evaluations. Final Offer by the week of February 15.

I am comfortable with the recommendation of the Police Commission to move decisively and will work with the Police Commission as we reach key points along the process in selecting replacement officers.

REQUESTED COUNCIL ACTION

Motion and approval to accept Officer Larson's and Officer Good's resignation and approve to fill both of those positions, as recommended by the Police Commission.