

**TO:** Mayor Montgomery and City Council

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

**SUBJECT:** Police Officer Promotion

**DATE:** April 28, 2023

**BACKGROUND**

With the recent resignations we are behind in officer staffing and as I have explained previously the number of applicants is not what we had seen in the past, making it challenging to get our staffing refilled. This is a concern going into summer months, which see more activity and events.

One route to fill positions we have used in the past is promoting part-time officers to full-time. The advantage of promoting is that the officer is already employed by the City and we have had a chance to see the quality of their work. Part-time Officer Luna has indicated that he would be willing to move for part-time to full-time. I have discussed this with the City Administrator and Human Resources and feel that this would be a great opportunity to add his significant experience and maturity to our full-time staff. Wage will move to Grade 10/step 9 because of his five years of full-time experience.

**REQUESTED COUNCIL ACTION**

Motion and approval to promote Robert Luna from Part-time to Full-time as outlined above.