

REVISED COUNCIL ACTION FORM
4/10/17

SUBJECT: TEMPORARY INCREASE IN AUTHORIZED POLICE STAFFING LEVEL

BACKGROUND:

City Council approval is sought to temporarily increase the City's authorized complement of police officers. This action will facilitate the hiring and training of an officer to fill the newly approved position included in the adopted 2017/18 Budget.

Replacing a police officer is a time intensive process. Officers are required by law to successfully complete the 16-week residential training program at the Iowa Law Enforcement Academy. This training may not occur until the officer has actually been hired by a police department. In addition, the officer needs to complete a 14-week field training experience with our department. The extended time period between hiring a new officer and their ability to operate independently in the field is an important limiting factor in the City's ability to maintain a full complement of officers responding to citizen calls.

In recognition of this dilemma, in July 2010 staff proposed an avenue whereby a new officer could be hired as soon as a retirement date, resignation date or other vacancy was known. This would allow new officers to enter the training sequence as soon as possible. To accomplish that, the City Council approved an approach whereby the authorized staffing level for sworn personnel would be temporarily increased. This process would be followed in the future whenever circumstances warranted.

During the annual budgeting process, \$42,000 is set aside in the Crime Prevention and Police Services section of the *adjusted year's budget* in case early hiring early is needed. That funding, which is utilized infrequently, is typically covered through carryover from unspent payroll funds in the previous year. That funding is available in the 16/17 adjusted budget.

Based on Council action during approval of the 2017/18 budget, a new police officer position was authorized beginning July 1, 2017. The current Civil Service hiring list includes a qualified officer candidate who is in the final stages of background review. It is proposed that this candidate be hired in late May, rather than in July, to facilitate early involvement in the training process.

To authorize this action, the City Council is asked to increase the authorized number of police officer positions to ~~55~~ 56 effective on May 15 rather than on July 1 as shown in the approved 2017/18 budget.

ALTERNATIVES:

1. Authorize an increase in the Police staffing level for sworn personnel from 54 to 55 ~~55~~ to ~~56~~ effective May 15, 2017.
2. Do not authorize a temporary increase in the staffing level in the Police Department.

CITY MANAGER'S RECOMMENDED ACTION:

A fully trained and staffed Police Department is clearly desirable and a direct benefit to our citizens. Since training requirements for new hires make it difficult to maintain full staffing levels, this temporary FTE increase will allow the department to get this newly hired officer into the Academy earlier. Funding is available in the 2016/17 adjusted budget.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1 as shown above.