



REQUEST FOR COUNCIL ACTION

AGENDA DATE: August 26, 2024

AGENDA ITEM: Consider appointment of Sarah P. Phillips to the position of Police Officer with the Grand Rapids Police Department.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

The Grand Rapids Police Department (GRPD) recently posted an open Patrol Officer position. From this posting, the City received three (3) applications. The interview committee, consisting of Chief Andy Morgan, Captain Kevin Ott, Captain Jeremy Nelson, and myself, interviewed all three (3) applicants, and are recommending the appointment of **Sarah Phillips** to the position of Police Officer, subject to satisfactory results of a background check, pre-employment medical exam, psychological exam, drug screening, completion of post-license for law enforcement, which is expected to be completed by July 31, 2025, and a six (6) month probationary period following her start date. .

A start date will be determined at a later date, based on the length of time necessary to complete the background check and all other conditions of employment, including the completion of post-license for law enforcement. Based on the current Law Enforcement Labor Services (LELS) Agreement, the Memorandum of Understanding approved at the March 13, 2023, City Council Meeting, and the Memorandum of Agreement approved at the February 12, 2024, City Council Meeting, Sarah will be starting as a new Police Officer with a starting wage of \$32.34 per hour, will have a 6-month probationary period, and will follow the schedule for a new Police Officer for placement on the Flexible Time Off (FTO) table.

Sarah is currently enrolled in the law enforcement program at Minnesota North College, where she has completed the first year of the two-year program. She has a background working as a respite care provider in the State of Rhode Island, and she's a Certified Nursing Assistant (CNA). Most recently, Sarah has been working as the Police Department Summer Intern, where she's been exposed to a variety of Police Department activities. She has fit in well at the Police Department and is eager to take her career to the next level, working as a Police Officer.

REQUESTED COUNCIL ACTION:

Make a motion to appoint Sarah Phillips, as listed above, to the position of Police Officer, subject to satisfactory results of a background check, pre-employment medical exam, psychological exam, drug screening, completion of post-license for law enforcement, which is expected to be completed by July 31, 2025, and a six (6) month probationary period following her start date.