



REQUEST FOR COUNCIL ACTION

AGENDA DATE: July 27, 2026

AGENDA ITEM: Consider appointment of Kaden Oldham as Police Officer with the Grand Rapids Police Department.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

On July 8 and 9, 2026, the Grand Rapids Police Department conducted first-round interviews for the vacant Police Officer position. Eight candidates were interviewed by a hiring panel consisting of four members of the Grand Rapids Police Department, Police Department leadership, and Human Resources Officer Chery Pierzina.

Following the initial interviews, three candidates were selected to advance to second-round interviews, which were conducted on July 13, 2026. Upon completion of the second interviews, both interview panels met to evaluate the candidates and determine the applicant who best demonstrated the qualifications, experience, and competencies needed for the position.

The panel evaluated each candidate's qualifications, experience, interview performance, and overall ability to successfully serve the Grand Rapids community. The hiring panel recommends the appointment of Kaden Oldham to the position of Police Officer, contingent upon the successful completion of all pre-employment requirements, including a comprehensive background investigation, pre-employment drug screening, physical examination, psychological evaluation, and all other conditions of employment.

Mr. Oldham is currently employed as a Police Officer with the Moorhead Police Department. He holds an Associate of Applied Science Degree in Law Enforcement from Alexandria Technical and Community College and brings six (6) years of law enforcement experience. During his tenure with the Moorhead Police Department, he has served as a Field Training Officer (FTO), demonstrating his ability to mentor and train newly hired officers while upholding departmental standards and best practices.

Throughout the interview process, Mr. Oldham demonstrated exceptional communication and interpersonal skills, sound judgment, professionalism, and a strong commitment to public service. His training and experience include active shooter response, firearms instruction, defensive tactics, Taser deployment, crisis intervention, and other specialized law enforcement disciplines. The hiring panel believes his experience, leadership abilities, and commitment to community policing will make him a valuable addition to the Grand Rapids Police Department.

In accordance with the current Law Enforcement Labor Services (LELS) Collective Bargaining Agreement, Mr. Oldham will receive credit for six years of prior qualifying law enforcement experience. He will be placed at Step 7 of the Police Officer wage schedule with an hourly wage of \$41.01. He will also receive six years of service credit for Paid Time Off (PTO) placement and will begin accruing 8.0745 hours of PTO per 84-hour pay period, consistent with the seventh-year accrual schedule.

REQUESTED COUNCIL ACTION:

Make a motion to appoint Kaden Oldham to the position of Police Officer, subject to successful completion of all pre-employment requirements, including a comprehensive background investigation, pre-employment drug screening, physical examination, psychological evaluation, and all other conditions of employment as stated in his offer letter.