



## REQUEST FOR COUNCIL ACTION

**AGENDA DATE:** November 12, 2024

**AGENDA ITEM:** Consider appointment of Sean Smallen to the position of Police Officer with the Grand Rapids Police Department.

**PREPARED BY:** Chery Pierzina, Human Resources Officer

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### **BACKGROUND:**

The Grand Rapids Police Department recently advertised for an open Police Officer position. From our posting, the City received two (2) applications. The interview committee, consisting of Chief of Police Andy Morgan, Captain Jeremy Nelson, and HR Officer Chery Pierzina are recommending the appointment of Sean Smallen to the position of Police Officer, subject to the successful completion and passing of a background check and drug screening. Based on Mr. Smallen's previous employment and recent resignation from the position of Police Officer with the City of Grand Rapids, along with confirmation from Minnesota Board of Peace Officer Standards and Training (POST), his pre-employment medical exam and psychological exam have been waived.

Sean Smallen has seven (7) years in law enforcement. He is a former employee of the City of Grand Rapids and is returning after a short hiatus from the Minneapolis/St. Paul area. Mr. Smallen has the education, experience, skills, and training that the GRPD is looking for. He is highly motivated and will fit in well with the Police Department.

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, Sean Smallen's starting wage is \$35.92 per hour, which reflects seven years of full-time service as a Police Officer. Sean will accrue Flexible Time Off (FTO) at 7.69 hours for each 80-hour pay period, based on the City FTO schedule and Memorandum of Agreement approved by City Council on February 12, 2024.

**REQUESTED COUNCIL ACTION:**

Make a motion to appoint Sean Smallen to the position of Police Officer, with a start date to be determined, based on the length of time necessary to successfully complete and pass the background check and drug screening, with an hourly rate of pay of \$35.92 per hour, and an FTO accrual rate of 7.69 hours for each 80-hour pay period, as indicated on the City FTO schedule and Memorandum of Understanding approved by City Council on February 12, 2024.