



REQUEST FOR COUNCIL ACTION

AGENDA DATE: March 24, 2024

AGENDA ITEM: Consider appointment of Jeff Madsen, Joseph O'Toole, and Phillip Murphy to the positions of Police Officer with the Grand Rapids Police Department.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

Since the first of this year, the Grand Rapids Police Department (GRPD) had three (3) Police Officers resign. City Council authorized Human Resources to post, interview, and hire for these positions. From this posting, the City received 13 applications. The interview committee interviewed 10 of the 13 applications and are recommending the appointment of the following individuals:

Jeffrey Madsen, to the position of Police Officer, subject to a background check, drug testing, physical examination, and psychological testing. A start date will be determined at a later date, based on the results of the pre-employment testing. Jeff has an extensive background in law enforcement. He is strongly committed to the Grand Rapids area and has spent many hours volunteering and coaching for area youth. He is highly respected and will be an asset to the Grand Rapids 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, Jeff will be given the maximum length of service credit, or eight (8) years of experience, with a starting wage of \$36.91 per hour, and he will be given eight (8) years credit for placement on the Flexible Time Off (FTO) table.

Joseph O'Toole, to the position of Police Officer, subject to a background check, drug testing, physical examination, psychological testing, and Law Enforcement Academy completion. A start date will be determined at a later date, based on the results of the pre-employment testing and Law Enforcement Academy completion. Joseph has a bachelor's degree in business administration and a minor in communications. He has worked for the last four (4) years primarily in hospice and home care. He will complete his Emergency Medical Responder (EMR) certification in May and will also complete the skills portion of the Law Enforcement Academy in July.

Joseph is an excellent communicator 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, Joseph will be starting as a new Police Officer with a starting wage of \$30.72 per hour and will follow the schedule for a new Police Officer for placement on the Flexible Time Off (FTO) table.

Phillip Murphy, to the position of Police Officer, subject to a background check, drug testing, physical examination, psychological testing, and Law Enforcement Academy completion. A start date will be determined at a later date, based on the results of the pre-employment testing and Law Enforcement Academy completion. Phillip is a Veteran of the United States Army. While in the Army, he served as a team leader. During this time, he gained exceptional leadership skills ensuring the safety and effectiveness of the team. He has been active in our community and will be an asset to the Grand Rapids 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, Phillip will be starting as a new Police Officer with a starting wage of \$30.72 per hour and will follow the schedule for a new Police Officer for placement on the Flexible Time Off (FTO) table.

REQUESTED COUNCIL ACTION:

Make a motion to appoint the individuals listed above to the position of Police Officer, subject to a background check, drug testing, physical exam, psychological test, and Law Enforcement completion (for Joseph O'Toole and Phillip Murphy only), and salary and FTO placement as listed above, and a start date to be determined at a later date, as mentioned above.