



Date: September 22, 2025
To: Mayor and Town Council
From: Lieutenant Mike Giddens
Re: Consideration and Approval: **Police Chief Retirement Requests**

Objective:

To present for Council consideration the authorization of the transfer of Chief Thomas's assigned service rifle and bulletproof vest, and full payment of one month of continued health insurance coverage (including vision and dental), and the gifting of his service handgun upon his retirement.

Summary:

Chief Rick Thomas will retire on September 26, 2025, following more than 30 years of service with the Town of Howey-in-the-Hills, with the last ten years as Chief of Police. In recognition of his service, the Chief has asked to retain his assigned rifle and bulletproof vest as retirement gifts. In addition, the Chief has requested the Town to provide one month of continued health insurance coverage (including vision and dental) to ensure there is no lapse in his coverage during his transition.

Additionally, while not requested by the Chief, it is consistent with the practice of many law enforcement agencies to gift the service handgun when recognizing a decade or more of service.

Fiscal Impact

The service rifle has a replacement value of approximately \$930.

The bulletproof vest has a replacement value of approximately \$1,700.

The cost of one month of health insurance coverage (including dental and vision) is \$1,782.92.

The service handgun has a replacement value of approximately \$881.

Staff Recommendation:

Staff presents these items for Council consideration, noting that the rifle, vest, and health insurance coverage reflect Chief Thomas's retirement requests, while the service handgun is separately recommended by staff in recognition of his more than 30 years of service.