



CITY COUNCIL WORK SESSION DEPARTMENT REPORT

TO: Matthew R. Schmitz, MPA - City Manager

FROM: David Niedert, Police Chief

DATE OF MEETING: November 4th, 2024

ITEM TITLE: Department Report – Police

- Squad 54 is in full service. This is the squad that was damaged and replaced.
- The hiring process continues. Although the short-term goal of hiring quickly to get officers on the street to fill shifts is desirable, the long-term goal of hiring an officer who is the best fit for the community and our department takes precedence.

Typical timeline for hiring:

- Applications due
- 2 weeks after applications were due, we had oral interviews. This was a daylong process.
- Background starts (Background takes one to two weeks, we do in person as well as phone interviews) Lt. Isley does background checks, but still has criminal cases that must be worked on during that same period.
- MMPI test is scheduled, this test must be ordered from ILEA, and takes minimum of three business days, but then we must schedule the administration of this test, which takes 4 hours.
- POST test ordered two weeks prior to administering, and then must be given, 4-hour test.
- At any point during the steps, a candidate may be removed from consideration.
- Officer Cass traveled to Texas to help instruct at a training/certification course for K9's. The cost of this trip was paid by the organization, not the City. This is allowed since we host the same training here every year and depend on other agencies trainers to come here.
- Our department has participated in two community learning events recently. Chief Niedert hosted "Detecting Danger" class. A de-escalation and self-defense class for home visitation professionals. Lt. Isley taught "Run,Hide,Fight" an active shooter preparation class for hospice and bank employees.
- Karen Delaney (granddaughter of Officer Harold Humphrey Pearce EOW 01/05/1956) visited the Independence Police Department to view their grandfather's plaque.
- The department has worked on several high-profile incidents since the last work session. These incidents have highlighted our wonderful working relationships with our law enforcement partners, as well as community partners.
- Automated traffic enforcement camera application appeal is in the works, there is no set deadline for appeal.