



## **Agenda Item Summary Sheet**

**Date: 11/14/23**

**Item #: 8**

**Item Title:**           **Addition of "Police Recruit" Job classification & pay grade.**

**Item Summary:**   To fill at least one of our three current vacancies, I have for some time contemplated the possibility of hiring a qualified non-certified non-sworn individual and putting this person through the NC Basic Law Enforcement Training (BLET) Academy. I have had some reservations, such as, if the Recruit decides at some point while in the academy that he/or/she does not want to continue on for whatever reason, or if the recruit becomes injured or doesn't pass the NC BLET State exam, I didn't want the town to be placed in a situation where we would have to either retain this person or if they quit how would we recoup some of our expenses. I contacted our Town Attorney John Leidy for his assistance in helping me develop a new policy, contract and a new classification position 'Recruit" including a new pay grade. I have enclosed a copy of that policy which includes a contract along with a new classification position "Police Recruit" which also includes specific duties and listed pay grade.

**Staff Recommendation:** I'm confident with the presented policy, contract, and new additional classification position of "Police Recruit" that the town will be better protected. I believe this policy is fair and protects the Recruit as well as the town. It is our goal with your approval to hire and get the recruit into the BLET this January 2024.

**Requested Action:**   Need motion to approve Police Recruit Training/Employment agreement, Motion to approve additional job description, position, classification and pay grade as presented.

**Attachments:** Copies attached.