



Memorandum

To: Mayor and City Council

From: Chief Antoine

Re: Police Officer Candidate Job Offer

Date: October 7th, 2024

We have finished our interviews for the additional officer hiring process. This process included an application and two oral interviews.

I am happy to announce that I have given a conditional job offer to Victor Pham for the position of Patrol Officer for the City of Spring Lake Park. Victor is currently working as a CSO for the Blaine PD. I believe that Victor will be an excellent addition to our police department.

I am seeking Council's final approval of Victor Pham, pending passing a background, psychological, medical and drug exam and a physical agility test. We are anticipating a tentative start date in November.

Sincerely,

Josh Antoine

Police Chief