



Memorandum

Date: April 20, 2026

To: Mayor and City Council

Re: Officer Hiring/ Seasonal CSO Position

Mayor and City Council Members,

As all of you know it has As you will recall, we are currently in a hiring process and have completed the interview phase. During the interviews, we identified an applicant we would like to hire; however, the applicant will not complete the skills portion of their training until early August. I have extended a conditional job offer, pending successful completion of skills, the MN POST Board licensing exam, and the required background check, psychological evaluation, and physical examinations.

As you are all aware, it has become increasingly challenging to recruit qualified candidates, and agencies are exploring new approaches to attract quality applicants. With this in mind, the applicant is currently serving as a Community Service Officer in another Anoka County jurisdiction. I am proposing that we offer the applicant a Seasonal CSO position with our department. This position would function similarly to other seasonal roles within the city and would be limited to a maximum of one hundred working days. This would allow the applicant time to complete skills training and take the Peace Officer exam.

Funding for this temporary position would come from a portion of the salary allocated to the vacant officer position. Salary for the CSO is proposed at \$26.00/hour.

I am requesting the council's approval to offer the applicant a Seasonal CSO position, contingent upon passing a background check.

Thank you,

Chief Josh Antoine