



Memorandum

Date: June 29, 2021

To: Mayor and City Council

From: Joshua Antoine
Director of Public Safety/Chief of Police

Re: Authorization to make conditional job offer for upcoming vacant Police Officer position.

Mayor and City Council Members,

The Spring Lake Park Police Department developed our "Reserve Program" in 2006 to assist our officers with duties/events in our community and surrounding communities. This program was designed not only to have community volunteers participate but also to be an opportunity for future hopeful law enforcement candidates to obtain needed experience before venturing into the career of law enforcement.

This concept has been utilized virtually around the State of Minnesota in one manner or another. Some agencies have elected to have Explorer Programs (volunteer), Community Service Officers (paid) or Reserve Officers (volunteer). These programs have been a candidate conduit for recruitment for the agencies for hiring those individuals that have met the Minnesota Peace Officer Standard and Training Requirements.

The Spring Lake Park Police Department is no different than any other police department in the State of Minnesota, we are looking for the best candidate for our community. Programs such as ours provides a unique ability for us to observe and train individuals through the program to become potential future police officers for our community.

I am very happy and please to indicate that the Spring Lake Park Police Department is currently in a position that we have a Reserve Officer that has completed the required training and testing process to become a Police Officer as of August 8th, 2020. Although this Reserve Officer has only been with the Spring Lake Park Police Reserve Unit for a short period of time he has proven to be a viable candidate for

our upcoming police officer position. This candidate has worked side by side with many in our department, including myself and has earned the respect and trust of the department.

Administrator Buchholtz and City Attorney John Thames have been consulted previously on utilizing our Reserve Officers for potential openings of police officer positions as they occur. I have been advised that legally the City has the authority to utilize our Reserve Program as a conduit for hiring of police officers as long as they have met the requirements of the Minnesota Peace Officers Standard and Training (POST), as other cities are currently doing as well.

With the unexpected retirement notice of Officer Dave Chlebeck on July 16th, 2021, I am requesting the Mayor and City Council provide authorization to make a conditional job offer pending passing a Background, Psychological, Medical and Drug Testing for Reserve Officer Corbin Peterson. The tentative start date would be July 19th, 2021, but no later than August 1st, 2021.

The requested authorization and start date are to minimize the amount of time that the police department will be short staffed and to maximize our ability to provide the citizens of our community with the police services that they are accustomed to and expect.