



## Memorandum

Date: August 17, 2020

To: Mayor and City Council

From: Director Douglas M. Ebeltoft

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 will have completed the required training and testing process to become a Police Officer as of September 4, 2020. This Reserve Officer has been with the Spring Lake Park Police Reserve Unit since September 21, 2017 and has proven to be a viable candidate for our upcoming police officer position. This candidate has worked side by side with our entire department, including myself and has earned the respect and trust of the entire department.

I have conferred with our City Attorney John Thames and Administrator Buchholtz regarding utilizing our Reserve Officers for potential openings of police officer positions as they occur, instead of conducting a lengthy, costly and time-consuming hiring process. 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 pending retirement of Officer Randy Brown on October 1, 2020. I am requesting the Mayor and City Council to provide authorization to make a conditional job offer pending passing the MN POST Board Licensing Testing, Psychological Testing, Medical and Drug Testing to Reserve Officer Brady Lohse-Johnson. The official start date would not be until after October 1, 2020.

The requested authorization is 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.