



CITY OF WASHINGTON, ILLINOIS

City Council Agenda Communication

Meeting Date: June 1, 2020

Prepared By: Ray Forsythe, City Administrator

Agenda Item: Public Safety: Temporary Increasing Authorized Strength of the Police Department

Explanation: The budget for Fiscal Year 2020/2021 includes increasing the authorized strength of police officers from 15 to 16. The COVID-19 Response Plan accepted by the City Council on May 18th recommends that a hiring freeze be implemented and that the new positions in the budget be deferred for 90 days (August 1st). The Chief of Police is aware that there are up to three officers who are interviewing for positions elsewhere. In addition, another officer is out on long term leave due to an injury (nonwork related). The top candidate on the hiring list is an experienced officer who had already received the required training and is available for hire. Hiring an experienced officer saves the City money in training expense and the officer is able to enter the force sooner than an untrained officer, thus saving the City funds in overtime and comp time. Due to the COVID-19 restrictions, it is also unlikely that police academy training will be available this summer.

Fiscal Impact: \$83,522 is budgeted for an additional officer with benefits plus Police Training Institute (PTI) of \$6,020. Estimated savings due to hiring an experienced officer is \$27,195.98 in training and employment costs for 14 weeks.

Recommendation/

Committee Discussion Summary: The Public Safety Committee discussed this item at their May 18th Meeting and recommends that the temporary increase in authorized strength be approved with the condition that if an officer submits their resignation, a 90 day waiting period be observed before another officer is hired, thus maintaining a 90 day hiring freeze period for the expanded officer position.

Action Requested: Approval of the temporary increase in authorized strength in the police force during the COVID-19 90 day hiring freeze.

Additional Documentation: Public Safety Committee Agenda Correspondence from Chief McCoy from the May 18th Meeting.



Washington Police Department

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Chief of Police

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Public Safety Committee Agenda Communication

Meeting Date: May 18, 2020

Prepared By: Chief Michael D. McCoy and Deputy Chief Jeff Stevens

Agenda Item: Budgeted Police Officer

Explanation: We are requesting Council approval to hire the 2020 / 2021 budgeted position of Police Officer for the Washington Police Department. At the present time we have an officer off work because of a non-work related knee injury, operation, and rehabilitation. Expected return in about two months, from now. In addition, we have two officers who have applied at other departments to be closer to family. Both are expected to be offered a position in the near future. A third officer has completed all the testing and is awaiting word on a start date with the US Marshals Office. If any of these Officers leave, we will be very short handed and the overtime expense and burnout would be a real challenge.

We have the opportunity to hire a young man from the Taylorville Police Department as a lateral entry. He is a Certified Illinois Police Officer and has passed all phases of our testing process. On his psychological exam he scored "above average" in five (5) categories: Comparison to an ideal officer, creativity and judgement, Tenacity, Honesty and Responsibility and Courage. In addition, he is a certified juvenile officer, serves on the CIERT Team, speaks basic PTI Spanish and is qualified in both pistol and rifle.

Financial Impact: We would not have to send this applicant to PTI (Police Training Institute), Cost of PTI is \$ 6,020.00 plus the salary and benefits of \$ 21,175.98 equals \$ 27,195.98 that we would save for the 14 weeks. We would have no hotel, travel and meals to pay. Most important, is that he can qualify to ride by himself after 14 weeks (or a little less) of Washington Training at a savings of 70 days of overtime. (no PTI). Then add to that the courses that he is already qualified in...the cost savings add up.

The next two candidates on the Washington Police Commission list, seem to be good candidates, but neither have been to PTI. So, if we had to one, or both, of them attend, it would be 14 weeks at PTI, in addition to the 14 weeks at Washington training. The earliest PTI class is scheduled for December of 2020. (now)...even if we could get an applicant enrolled. The absolute quickest either of these candidates would be ready to work alone is about 4 months after the start of PTI.

Action Requested: Committee recommendation to seek Council authorization to immediately hire the most qualified person for the Washington Police Department.