



# RE-AUTHORIZATION OF THE OVER HIRE OF UP TO SIX (6.0) FTE POSITIONS WITHIN THE POLICE DEPARTMENT IN FY 2016-17

City Council Meeting  
July 12, 2016

Robert L. Schreeder, Police Chief  
Deborah Lauchner, Chief Financial Officer

# CURRENT

- The Police Department has continual recruitments for Police Officers and Communications Dispatchers.
- Employees within the department must undergo a thorough background investigation and on the job training, resulting in several months, up to a year, between hiring and the ability to work independently.

# CURRENT

- Over hire was approved for use in FY 2015-16 and allowed the department to reduce vacancies and work towards staffing stability.

# PROPOSED

- Over-hire of a total of 6.0 FTE positions within the department's approved budget.
- Positions in the classifications of Police Officer and Communications Dispatcher would be over hired as needed to address anticipated staffing issues.

# BENEFIT

- Allows the department to hire new staff members in advance of retirements and resignations.
- Provides staffing stability for the department's critical functions – dispatch and patrol.

# RECOMMENDATION

- Re-authorize the over hire of up to six (6.0) FTE positions during FY 2016-17 within the Police Officer and Communications Dispatcher classifications in order to achieve staffing stability in the Police Department.
- Questions?