

MINUTES OF NOVEMBER 28<sup>th</sup>, 2023

PRESENT: Mayor Chad Ward, Councilor Troy DeWall, Councilor Rory Johnson, Councilor Jake Benson, Councilor Jim Rohweder, Commissioner Diane Giuliani, Commissioner Steve Elder

ABSENT: Commissioner Lori Anderson

OTHERS PRESENT: Chief Gaidis, Sergeant Riebel, Officer Bradley, Officer Mosher, Officer Search, Officer Lemasters, Administrator Jess Rich, Administrative Assistant Megan Jordan

Mayor Ward called the joint Proctor City Council with the Police Civil Service Commission to order at 6:01 pm with Commissioner Diane Giuliani.

Mayor Ward states council requested to meet collectively with the Proctor Police Department and the Police Civil Service Commission with the intent to focus on officer retention and recruitment. A brief overview and history of the current enrollment, number of applicants, and position vacancies is presented, and the floor is opened for discussion.

Officer Bradley has prepared a presentation with the emphasis of recruitment and retention broken down into four different categories: pay/benefits, agency perks/benefits, perception, and opportunity.

Each section is discussed with input from officers and council members offering suggestions for ways to both recruit and retain officers within Proctor Police Department as there has been recent and frequent turnover in the last few years. One major discussion point is the implementation of longevity pay and strategic ways to implement this to achieve the goal of retaining officers for longer periods of time. Included within the presentation are wage comparisons across departments and cities of similar size, agency perks reflecting dress code policies, health/wellness incentives, and take-home vehicle programs. The department recognizes and discusses the increased competition among neighboring law enforcement agencies for candidates. It is noted wages and benefits of one department are weighed against another when new applicants are seeking employment. These four categories are presented to the civil service commission and the council as steps to aid in recruitment of both new and lateral hires. Discussion continues to include ways the department can restructure internally to provide additional positions for officer growth and development. Some ideas discussed are the addition of a dedicated investigator, additional supervisory staff, and retaining an eighth officer to aid with both night and day shifts. Chief Gaidis stresses the importance of having an eighth officer to provide additional support aiding in case management, retaining positive working relationships, and minimizing the amount of time an officer is the only one on duty.

The commission and the council are both in agreement to update the current dress code/appearance policy. The policy in place reflects outdated language pertaining to uniforms, appearance, and visible tattoos.

Equipment purchases are also discussed from the purchase of additional squads to body cameras, as PPD is the only department in the area without them. At this time there is no mandated

legislation requiring body cameras, however the suggestion to remain proactive is discussed, along with the realization that body camera and operating equipment is very costly. The need for improving the rotation of new and older squads is discussed as current squads are in a state of extreme age and normal wear and tear. Officer Lemasters commented, and the other officers agreed, officers spend most of their time in their vehicles. Having assigned vehicles that are in good condition is something in-coming officers look for. Current officers of the department agree this is one of the more important recruitment and retention to implement within the department.

Currently, council and the civil service commission would like to further discuss both short- and long-term strategies to implement within the department and present those findings at a future meeting.

M/S/P: Rohweder/DeWall to adjourn the meeting at 7:25 pm.