

City of Ramsey
Agenda
Personnel Committee
Tuesday, June 18, 2013
6:00 pm
Lake Itasca Room, 7550 Sunwood Drive NW

- 1. Call to Order**
- 2. Citizen Input**
- 3. Approve Agenda**
- 4. Committee Business**
 1. Resolution to Hire a Patrol Officer
- 5. Adjournment**

Personnel Committee

4. 1.

Meeting Date: 06/18/2013

By: Colleen Lasher, Administrative Services

Title:

Resolution to Hire a Patrol Officer

Background:

At the April 23, 2013, City Council meeting, the City Council authorized staff to accept the resignation of the Patrol Captain, to begin a promotional process, and to recruit for a replacement patrol officer from the recent patrol officer recruitment file in order to fill the position left vacant by the promotional process. This case addresses the hiring of the new Patrol Officer.

Staff conducted first interviews with 14 candidates; six candidates were interviewed a second time. In addition to the interview process, candidates were required to pass a report writing exercise and a physical agility test. The top 6 candidates were required to pass a "shoot / don't shoot" exercise.

As a result, staff recommends Mr. James Bagne for the position of Patrol Officer with the city of Ramsey. Mr. Bagne has accepted the City's contingent offer and has passed all of the necessary pre-employment testing. With the City Council's authorization, Mr. Bagne will be hired on or near July 1, 2013. He will be subject to a 1-year probationary period and all other personnel policies will apply normally.

Notification:

It may be of interest to the City Council to know that Mr. Bagne has served as a City of Ramsey Reserve Officer since 2005. Additionally, Mr. James Bagne and Ms. Jennifer Grant and were recently recognized in the ABC Newspaper for performing C.P.R. on a Ramsey resident and saving his life. Chief Way was quoted in the article as saying "Bagne and Grant took control of the situation, diagnosed the problem and went to work without hesitation."

Observations/Alternatives:

Recommendation:

To approve resolution which, upon City Council approval, authorizes staff to hire Mr. James Bagne, effective on or near July 1, 2013, at \$22.09 per hour, which is step 1 of the 2013 wage scale.

Funding Source:

The funding for this replacement Patrol Officer position is part of the 2013 budget. The estimated 2013 funding required for this position is \$40,000 (July - December, wages and benefits). However, the overall effect of the recent staffing changes in the Police Department result in a savings of approximately \$28,451 due to the lower salary level of incoming officers.

Council Action:

Motion to approve a resolution which confirms the recommendation of the Personnel Committee to authorize staff to hire Mr James Bagne, effective on or near July 1, 2013, at \$22.09 per hour, which is step 1 of the 2013 wage scale.

Form Review

Inbox
Kurt Ulrich

Reviewed By
Kurt Ulrich

Date
06/13/2013 02:57 PM

Form Started By: Colleen Lasher

Started On: 06/12/2013 04:08 PM

Final Approval Date: 06/13/2013