



MEMORANDUM

To: Mayor and Members of the City Council

From: Reginald Goodson, Interim City Manager
James E. Avens Jr., Interim Chief of Police

Date: November 8, 2024

Subj: Consideration – Authorize Police Department Promotions / Hiring

BACKGROUND / ANALYSIS:

During the August 26, 2024 Regular Session, the City Council implemented a hiring freeze. The freeze also extended to promotions and any status changes amongst existing personnel. After meeting with the Public Safety Committee, the Police Department is seeking approval to proceed with the following actions:

- (Due to the retirement of a Lieutenant) Conduct an assessment center to promote personnel who are prepared to advance or enter into empty ranks created by vacancies. There may be two (2) promotions, one to fill the rank of Lieutenant and the other to fill the rank of Sergeant based on the outcome of the assessment center.
- Conduct an assessment center for an additional Crime Scene Investigator. This CSI will be required to obtain certification for the new Integrated Ballistic Identification System (IBIS) that the agency will purchase in 2025 through approved grant funding.

STAFF RECOMMENDATION:

By motion, authorize the Police Department to conduct assessment centers with the goal of promoting existing personnel into the empty ranks left by vacancies, and hire an additional Crime Scene Investigator.