

# Work Session

<b>Agenda Item #</b>	5
<b>Meeting Date</b>	May 5, 2014
<b>Prepared By</b>	Alan Goldberg Chief of Police
<b>Approved By</b>	Brian Kenner City Manager

<b>Discussion Item</b>	Discussion of Strategies for Police Recruitment
<b>Background</b>	Council will hear from the Takoma Park police on current hiring practices relative to the established policy for hiring police officers above the number authorized (Ordinance No. 2002-33). In particular, there are recurring situations including approved medical absences, police academy timeline for new recruits, and hiring timeline for new sworn officers that occur during the year which may not be addressed in the current policy.
<b>Policy</b>	
<b>Fiscal Impact</b>	N/A
<b>Attachments</b>	Ordinance No. 2002-33
<b>Recommendation</b>	Discuss whether changes should be made to the current policy.
<b>Special Consideration</b>	

Introduced by: Councilmember Austin-Lane

First Reading: October 28, 2002

Second Reading: November 12, 2002

**CITY OF TAKOMA PARK, MARYLAND**

**ORDINANCE NO. 2002-33**

**AUTHORIZING THE CITY MANAGER TO HIRE POLICE OFFICERS  
OVER AND ABOVE THE NUMBER AUTHORIZED IN THE ANNUAL BUDGET  
IN ANY FISCAL YEAR**

WHEREAS, it is difficult to maintain the Police Department at the strength authorized in the Council approved budget; and

WHEREAS, this difficulty is due to the turnover of police officers and the competition within the Metropolitan area for new hires; and

WHEREAS, it requires a minimum of 18 months to train and certify a new officer; and

WHEREAS, there are many times when one or more officers cannot perform their duties due to work related injuries and illnesses; and

WHEREAS, the number of officers, authorized by the budget, is the minimum required to meet the mission of the Police Department as established by the Council; and

WHEREAS, it is desired to maintain the Police Department's operating strength at the level authorized by the budget in order to meet public safety commitments.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT the City Manager is hereby authorized to hire police officers above the number authorized in the budget to ensure that the operating strength of the Police Department is adequate to meet public safety demands providing that the approved funding for the Department is not exceeded during the fiscal year that the hiring takes place.

Adopted this 12<sup>th</sup> day of November, 2002 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Dawes, Elrich, Stewart, Williams  
NAYS: None  
ABSENT: Maack  
ABSTAIN: None