



Request for Council Action

TO: Mayor and City Council
THROUGH: Tim Murray, City Administrator
FROM: Kevin Bushard, Human Resources Manager
MEETING DATE: January 14, 2020
SUBJECT: Resolution 2020-011 Approve Hiring Police Officers

Background:

Due to resignation, there is a need to fill two Police Officer positions for the City of Faribault. The position was posted and applications were accepted from August 21, 2019 to September 20, 2019.

Thirty-nine applications were received and scored. Twenty applicants were selected for first round interviews. From those interviews, twelve applicants were selected for final round interviews on October 22, 2019. The interview panel consisted of Police Sergeant Matt Knutson, Police Captain David Dillon, Police Chief Andy Bohlen and Human Resources Manager Kevin Bushard. From those interviews, Staff created a certification list of eight candidates that were brought forward to City Council in rank and order.

Staff at this time is recommending hiring the first two candidates on the list, which is Dustin Vanderbeek and Lance Ulrich. Staff also recommends that the remaining applicants stay on the certification list for up to two years with the intent that if there is any opening(s), failed background or psychological exam in that time that selection(s) would be made from the list in rank and order.

Resolution 2020-011 recommends to City Council the hiring of Dustin Vanderbeek and Lance Ulrich as Police Officers for the City of Faribault. Their start date would be January 29, 2020 with their wage being step 1 of the 2019 through 2021 LELS CBA.

Recommendation:

Approve Resolution 2020-011. Approve the hiring of Dustin Vanderbeek and Lance Ulrich as Police Officers

Attachments:

- Resolution 2020-011
- Police Certification List

CITY OF FARIBAULT

RESOLUTION #2020-011

APPROVE HIRING POLICE OFFICERS

WHEREAS, the City of Faribault (the "City") presently has vacancies for Police Officer that needs to be filled by qualified candidates; and

WHEREAS, the City has posted and interviewed candidates for the Police Officer positions with the City; and

WHEREAS, the City Council desires to fill the vacancies for the Police Officer position.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Faribault, Minnesota, that Dustin Vanderbeek and Lance Ulrich shall be extended offers of employment to fill the vacant Police Officer positions.

Date Adopted: January 14, 2020

Faribault City Council

Kevin F. Voracek, Mayor

ATTEST:

Timothy C. Murray, City Administrator

**CERTIFICATION LIST
Police Officer**

January 14, 2020

1. Dustin Vanderbeek
2. Lance Ulrich
3. Gage Litzner
4. Andrew Peterson

Dated this 14th day of January, 2020.