

MOTION BY: Erv Bren SECONDED BY: Cal Kolling
To approve the proposed change to the HR/Personnel code, changing the number of candidates for a roster to seven for all positions.
DISPOSITION: Motion carried unanimously.

C. Approval of Updated Senior Police Officer Job Description

Wallace indicated prior to the update last spring the experience section stated three years preferred. Wallace stated the Police Department wishes to change the experience to read two years with the Dickinson Police Department. Wallace stated this would allow the successful candidate to know department policy and procedure and also to understand the department.

Kilen questioned if the “or equivalent combination of education and experience” should still be listed. Wallace indicated probably not. Bren asked if the language was “loosened” due to being unable to promote/hire in the past. Wallace indicated it was. Lisko questioned the difference between this and hiring a chief. Wallace stated the fear is an officer with minimal time with the department, without experience could qualify for promotion without a full understanding of how the department operates. Wallace stated the change shows intent to stay with the department. Kilen questioned if there are any legal issues if the change is approved.

Rapp indicated he is in favor of similar language for positions within his department as he recently hired externally at the Head Water Utilities Specialist and the individual did not work out because they weren’t able to grasp the operations. Wallace stated with positions above the police officer with the exception of the chief they would most likely be opening the positions for internal promotions.

The Commission asked if they chose not to approve the change would there be difficulty filling the Senior Police Officer position. Wallace stated there are individuals who currently meeting the requirements as stated. Kolling questioned if the police department was looking for approval in order to post the position. Wallace stated the position would be posted with or without the change but the pool would be more limited

Kilen stated she felt Chief Rummel needed to be in attendance to present the “big picture” so she and other Commissioners could better understand what the department is doing. After continued discussion with changing or not changing the job description Kilen stated her recommendation is for Chief Rummel to present his wishes for the department at a future meeting and confirm there are no legal issues with the language requested for potential external candidates. Lisko added he would also like to see what other departments think or feel about similar language. The remainder of the Commission agreed with Kilen’s recommendation.

D. Other

Cianni asked Commission members present what their preference was in receiving the agenda packet. Members indicated they preferred to continue receiving information by mail.

6. ADJOURNMENT:

MOTION BY: Erv Bren
To adjourn the meeting at 10:18 AM.

SECONDED BY: Ron Lisko

OFFICAL MINUTES PREPARED BY:

Kristi Cianni
Assistant to City Administrator