



**April 7, 2015**

**To: Mayor Bemrich and City Council**

**From: David Fierke, City Manager**

**Subject: Appointment of Police Officer**

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**ACTION: For vote Monday, April 13, 2015**

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**Brief History**

Since Chief Tim Carmody left in September 2014 the police department has been operating short one employee, therefore we need to fill this vacancy with a new police officer.

**Analysis of Issue**

Civil Service testing for police officer occurred on February 21, 2015. In March 2015 a list of eligible's was certified by the Civil Service Commission and approved by City Council. Since then, background checks have been conducted, references checked and interviews have taken place to determine which candidates best met the needs of the police department to fill vacant positions.

Based upon the results of the previously mentioned actions, a candidate was selected. That candidate is Evan Thompson. Mr. Thompson graduated from Mount Vernon High School and has a Bachelor of Arts degree from the University of Northern Iowa, majoring in both Psychology and Criminology. He is currently employed at Hy-Vee in Waterloo.

Mr. Thompson will begin his duties as a Police Officer April 20, 2015.

**Budget Impact**

Funds have been budgeted for this position.

**Strategic Plan Impact**

The appointment of a new police officer enables the city to continue to provide safety services to its citizens.



**Comprehensive Plan Impact**

NA

**Subcommittee or Commission Review / Recommendation**

**Staff Conclusions / Recommendations**

The Police Chief, Human Resource Director and the City Manager recommend approval of this appointment.

**Alternatives**

Failure to appoint will cause the Chief to go back to the civil service list, make a conditional offer to the next qualified candidate, and schedule the pre-employment physical and drug screen testing, which can take up to two weeks for completion. With the delay, the next officer candidate will not be appointed in time to start the spring Iowa Law Enforcement academy. The next academy will not be offered until Fall 2015.

**Implementation and Accountability**

Implementation of this appointment will be overseen by the Police Chief and Human Resource Director.

Signed

A handwritten signature in black ink that reads "Jamie N. Anderson".

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Jamie N. Anderson  
Human Resource Director

Approved

A handwritten signature in blue ink that reads "David R. Fierke".

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David R. Fierke  
City Manager

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION TO APPOINT POLICE OFFICER**

**BE IT RESOLVED** by the City Council of the City of Fort Dodge that the following appointment be and the same is hereby made effective the 14th day of April, 2015:

Police Officer    Evan Thompson

**BE IT FURTHER RESOLVED**, by the City Council of the City of Fort Dodge that said appointment shall be at the following annual salary:

Grade 20 Step A                      \$45,486.05

PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF FORT DODGE, IOWA this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

AYE: \_\_\_\_\_

NAY: \_\_\_\_\_

OTHER: \_\_\_\_\_

CITY OF FORT DODGE

\_\_\_\_\_  
Matt Bemrich, Mayor

ATTEST:

\_\_\_\_\_  
Jeff Nemmers, City Clerk