

**City of Piedmont
COUNCIL AGENDA REPORT**

Date: November 15, 2004

From: Geoffrey L. Grote, City Administrator

Subject: **Consideration of a Resolution Lifting the Hiring Freeze for Public Safety Employees**

RECOMMENDATION

By motion, authorize the police and fire departments to recruit for replacement personnel for positions which were frozen during the FY 04-05 budget deliberations.

BACKGROUND

On November 2, Piedmont voters overwhelmingly supported Measure W, the Municipal Services Tax, which will provide approximately \$1.38 million dollars annually over the next four years. The voters authorized this tax to protect vital city services provided by public safety personnel, public works and other city departments. To keep faith with the electorate, it is appropriate that the first action following the election is to “un-freeze” public safety positions which were on hold pending the outcome of the election.

Currently, the city has three vacancies in the Piedmont Fire Department. The Fire Chief will receive a list of eligible candidates in early December and, with council approval, expects to be able to fill all three positions by early January 2005. The three new employees will attend a fire academy in February and be able to assume their duties three to four months thereafter.

The Piedmont Police Department is has one vacant position for police officer and one vacancy for a captain. At this time, council is requested to authorize hiring of only the new police officer. The department is in the process of creating an eligibility list. Applications from candidates have been received, a physical agility test is scheduled for the first week in December and oral board interviews will take place shortly thereafter. The selection and background checks for the new officer will occur in January and the new officer will be hired some time in February.

Council will need to consider recruitment for a new police chief and possible replacement of a police captain later in this fiscal year.