

City of Piedmont
COUNCIL AGENDA REPORT

DATE: May 16, 2005

FROM: Geoff Grote, City Administrator

SUBJECT: **Police Chief Recruitment**

RECOMMENDED ACTION

It is my recommendation that the city proceed with in-house recruitment for a new Chief of Police and that it retain Retired Chief John Moilan to assist the city with application screening and background checks.

BACKGROUND

On April 18 and May 2, 2005, the city council held public hearings regarding the qualities desired by residents in their new Chief of Police. In addition to these public hearings, many individuals have taken the time to call or write to the council regarding their thoughts on this matter. Both the Piedmont Police Officer's Association and members of Local 790 have provided written input to the city. What is clear in reviewing these comments is that there is no consensus regarding recruitment. There are strong advocates for outside recruitment and equally strong sentiments for hiring in-house. Given the diversity of opinion, the council will now need to decide whether to allow an in-house recruitment process or whether to hire a professional recruitment firm.

Specific proposals from two recruitment firms were sent to council previously. The cost for these firms ranges in price from \$19,000 to \$24,000.

Staff has also outlined the in-house recruitment process and has advised that Retired Police Chief John Moilan is available to work under contract with the city to screen candidates and perform background checks. The cost for Chief Moilan's service would not exceed \$8,000 for a total in-house cost of approximately \$12,000.

In response to concerns about Chief Moilan's influence on an in-house recruitment, the public should be reassured that he would not sit on the interview panel and would have no voice in the selection of the new chief. His 35 years in law enforcement would provide valuable insight into candidate selections for review by an unbiased outside interview panel. He can also provide the specialized skill needed for police background checks. Having worked with Chief Moilan for 15 years, I have the utmost confidence in his professional abilities and integrity.

It is my recommendation that the city proceed with in-house recruitment for a new Chief of Police and that it hire Retired Chief John Moilan to assist the city with application screening and background checks.