

**CITY OF HUDSON
COUNCIL/COMMITTEE ISSUES**

Item # 6

Submitted to: Public Safety Committee

Date: 03/07/2019

Submitted by: Chief Geoff Willems

Regarding: Sponsorship of Nick Warner for the recruit academy

ISSUE: The Hudson Police Department in conjunction with the Police and Fire Commission have made some changes as it relates to the recruiting and hiring of police officers. Applicants are no longer required to have completed the basic police recruit academy prior to applying. With that, The Hudson Police Department intends to hire Nick, who will be enrolled in the police recruit academy at CVTC-Eau Claire from May to August 2019. We will hire him on a part time basis and are paying him a recruit wage until he finishes the academy, at which time, he will begin his employment as a full time officer with the City. The State of Wisconsin Department of Justice pays for the tuition, and re-imburses the applicant for mileage, meals, and lodging while attending the academy as long as they graduate. An agreement is signed between the City and the applicant in the event the applicant does not pass the recruit academy because in the case of a failure or a drop out, The Hudson Police Department would be billed for the tuition cost. The agreement authorizes the City to request the applicant to pay back the tuition. The reason for this is to be used as a recruiting technique, as most are not offered jobs until they have completed the recruit academy and it gives Hudson something to offer prospective employees.

- **Legal aspects:**
- **Budget Impact:**
- **Past History:**
- **Other Pertinent Data:**

STAFF RECOMMENDATION:

COMMITTEE RECOMMENDATION:



Hudson Police Department **PRE-EMPLOYMENT AGREEMENT**

This Agreement made by and between **Officer**, hereinafter referred to as “Applicant”, and the City of Hudson, hereinafter referred to as “City”.

Whereas, the City desires to hire a police officer; and

Whereas, the City is required to invest a significant amount of money in new police officers for background checks, physical and psychological testing, training and equipment during the probationary period; and

Whereas, the City requires all Applicants for employment to sign a pre-employment agreement as a condition of being considered for employment as a police officer;

Now, therefore, in consideration of the covenants herein and other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto agree as follows:

1. City agrees to consider Applicant for employment as a police officer and to pay costs for any and all background checks, physical and psychological testing, training and equipment incurred on behalf of the Applicant during his/her probationary period.
2. Applicant agrees to reimburse the City for all costs listed above, that had been incurred by the City on behalf of the Applicant in the event the Applicant chooses to leave the employment of the City prior to twenty-four (24) months from the date of hire, the Applicant fails to meet the standards for Certification as determined by the State of Wisconsin Training and Standards Board or if the Applicant is terminated by the City during his/her probationary period. This reimbursement provision shall not apply if the Applicant, as an employee, is granted a disability severance.
3. When required to attend a certified State of Wisconsin Basic Law Enforcement Recruit Academy or similar training to be eligible for law enforcement certification by the Wisconsin Training and Standards Board, the amount of the Applicant’s reimbursement associated with this training will be the full and actual cost incurred by the City for any tuition, lodging, and meal costs associated with this training. This agreement shall not apply to any wages, retirement benefits, or health care benefits obtained while the Applicant was attending this training.

4. Interest shall accrue on any and all outstanding reimbursement amount at a rate of eight (8%) percent per annum commencing on Applicant's last day of employment until paid in full.

5. Applicant shall reimburse the City in one of the following ways:
 - a) In full within thirty (30) days from the last day of employment. Should the full amount of reimbursement be paid within said thirty (30) days, the City agrees to waive any and all interest accrued under this agreement; or
 - b) Subject to a payment plan approved in writing by the City Administrator. Provided, however, the full reimbursement amount shall be paid in full, including any and all applicable interest, no later than two (2) years after the last day of Applicant's employment with the City.

6. This pre-employment Agreement shall be considered null and void if the Applicant does not become employed by the City.

Dated: _____

Geoffrey J. Willems – Chief of Police

Dated: _____

Applicant