

MEMORANDUM

Attachment B



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4 **DATE:** December 17, 2018

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6 **TO:** City Manager Pat Trudgeon

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8 **FROM:** Chief Rick Mathwig

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10 **SUBJECT:** Commitment to Increased Diversity by temporarily increasing the authorized
11 strength of Police Officers
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14 For many years, the Police Department has taken proactive measures in order to increase the diversity of our
15 staff, especially with the police officers. Our most intensive efforts have been related to Community Service
16 Officers (CSO). We hire CSOs with the intention they will become Roseville police officers in the future. A
17 mandate in our CSO hiring processes for many years has included the candidates speak a foreign language
18 common in the homes of Roseville Area School children, and/or have experience in living or working in a
19 diverse community. Our most recent cadre of CSOs in the past few years speaks volumes of our commitment to
20 adding diversity in the Police Department: Ku Tee, Ruben Cortes, Talia Kindom, Toua Vang, Isaiah Walker
21 Lorenzo Lamb and the current hiring process.
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23 As you know, the Police Department utilized current budget funds to launch a new program- Community
24 Liaison- in order to add value to our community engagements and diversity. This program brought us Katie
25 Saint and Tam La Hu Ya. The program is included in the 2019 City Manager's recommended budget and I
26 want to thank you for this inclusion.
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28 All of the CSOs and Community Liaisons mentioned above are considered minorities in law enforcement and
29 have brought their talents to the Roseville Police Department, and provide great value to the City of Roseville
30 while they continue their law enforcement education and begin searching for full-time employment in the
31 profession.
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33 Our Roseville Police Department Reserve Officer program is another recruiting tool that adds value to our
34 commitment to diversity. Our Reserve Officer program has been a great value to Roseville for decades.
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36 With only an authorized strength of 48 police officers, who routinely spend decades working at the Roseville
37 Police Department, we do not experience routine vacancies. This can cause us to lose CSOs and reserves ready
38 for hire as police officers to other law enforcement agencies. Recently, we lost a great CSO, and minority in law
39 enforcement, Taylor Wodnick, to the New Brighton Department of Public Safety because we did not have a
40 police officer opening.
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42 The recent addition of the full-time Cadet position available to Roseville CSOs is a great effort by the City to
43 retain quality employees. Only one Cadet Position is authorized in the budget and will limit the retention of
44 multiple, quality CSOs ready for hire as police officers, which will occur by the late summer of 2019. We expect
45 CSOs Walker and Vang will be POST eligible for hire by this time. CSO Kindom is expected to be POST eligible
46 by the late summer of 2020. I also expect this will be a continuing problem in the future. In addition, the Cadet
47 position is not a sworn officer position. The Cadet has not realized his or her ultimate goal of becoming a police
48 officer and will continue to apply at other departments for a police officer position.
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50 I recently discussed this issue with a neighboring police chief who said his department-received authorization
51 to temporarily raise their police officer level by two based on their participation in the Pathways to Policing

52 program. This way they are poised to offer a police officer job to Pathways to Policing candidates, ready for a
53 police officer job, when their authorized strength is at its maximum. Their new police officer number would be
54 reduced by natural attrition to its budget authorized level.
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56 I believe our program of hiring CSOs, the Cadet position, tuition reimbursement programs, along with the
57 Roseville Police Foundation's SKILLS scholarship program set us up better than participating in the current
58 Pathway's to Policing program. Temporarily exceeding our authorized limit of police officers by two positions
59 would greatly enhance our commitment to diversity in the Police Department.
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61 If granted, and in this order, we would offer up to two additional police officer positions to current Roseville
62 Police Department Cadets, CSOs and reserve officers, who are minorities in law enforcement, and have
63 completed all of their prerequisite law enforcement training, to include SKILLS. The department would utilize
64 natural attrition to return to the budget authorized strength as soon as possible.
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66 If granted, the officers would be assigned to the Patrol Division as this division has the most visible and day to
67 day contact with our community.
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69 The program would require Council support in order to receive adequate funding. I am proposing the Council
70 authorized levy to fund the salary, benefits, uniforms, and equipment listed below. I expect the Police
71 Department's existing budget, forfeiture accounts, along with grants and donations would cover what is listed
72 in the second chart in order to fully fund the positons.
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74 Costs per officer potentially funded by the levy in 2018 costs:

75 Personnel (salary and benefits)	\$74,500
76 Uniform (includes vest)	\$3,200
77 Training	\$1,000
78 Cell Phone	\$600
79 Total (per officer in 2018)	\$79,300

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87 Costs per officer potentially funded by PD's existing budget, forfeiture, grants and donations in 2018 costs:

88 Body worn camera	\$1,400
CIT training	\$600
Handgun	\$500
Misc. minor equipment	tbd
Total (per officer in 2018)	\$2,500

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90 I hope you will consider this request in order to increase the Police Department's commitment to diversity to
91 better reflect the community it serves.
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