RESOLUTION NO. 24-313

RESOLUTION PERMITTING POLICE OFFICER STAFFING IN THE POLICE DEPARTMENT TO TEMPORARILY EXCEED 121 OFFICERS

WHEREAS, Staffing for the Police Department was increased from 118 to 121 sworn officers pursuant to Resolution Number 22-116 on April 25, 2022; and

WHEREAS, Despite this increase, the Police Department has never reached a full staffing strength of 121 since April of 2022; and

WHEREAS, Since April of 2022, Police Department has routinely been understaffed by approximately 6 to 8 officers; and

WHEREAS, To address these staffing shortages, the Police Department vastly improved its recruitment strategies and worked with the Civil Service Commission to make the processes to certify Police Officer eligibility lists timelier and more efficient; and

WHEREAS, The aforementioned changes to recruitment strategies and Civil Service processes are anticipated to enable the hiring of enough individuals to attain full staffing by the end of 2024; and

WHEREAS, The Police Department is facing the impending retirement of a large number of officers in the coming years; and

WHEREAS, Retirements and separations do not align with the timing of new Police Officer hiring and training thereby preventing the Police Department from maintaining a full staffing strength, when achieved; and

WHEREAS, Permitting the Police Department to have flexibility to temporarily exceed its staffing strength will support public safety, contribute to reductions in overtime, increase officer wellness, and enable the Police Department to achieve and maintain a full staffing strength of 121 officers; and

WHEREAS, Upon approval, the ability to temporarily exceed staffing strength in the Police Department would commence immediately.

NOW, THEREFORE, BE IT RESOLVED
BY THE CITY COUNCIL
OF THE
CITY OF COUNCIL BLUFFS, IOWA

That the Police Department, upon approval by Council, be authorized to temporarily increase its staffing by no more than 4 police officers over its full staffing strength of 121 whenever within a period of 12 months the Police Department will expect to lose a significant number of officers to retirement or separation. This temporary increase is permitted to account for the time it takes to hire and train new officers to replace the retiring and separating officers.

ADOPTED
AND
APPROVED November 4, 2024

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Matthew J. Walsh, Mayor

ATTEST: _____
Jodi Quakenbush, City Clerk