



Duvall Police Department

Michael DeBock
Chief of Police

Public Safety Committee Agenda

Date: September 28, 2021
Time: 11:30am to 12:30pm
Invites: Councilmembers McHenry, Shaffer & Brudnicki, Chief DeBock, Lt. Sabourin, ICA Cotton, and Mayor Ockerlander

1. Police Officer Recruitment Update

- a) Chandler Dean is progressing well in Field Training and begins Phase 3 very soon
- b) Entry level candidate going through background process has been disqualified
- c) We hosted oral boards for entry level and lateral/exceptional entry candidates the first week of September
- d) After Chief's interviews, one (1) lateral candidate was invited to continue the process. We are moving forward with two (2) entry level candidates at-this-time

2. Police Officer Hiring/Background Process Change

- a) Candidates will take the polygraph exam after they submit their PHQ, prior to the formal background investigation
- b) Several candidates have passed background investigation but have failed polygraph, costing the City a lot of money
- c) We feel this will eliminate candidates at a fraction of the cost, versus paying for a background investigation first
- d) Research has been done on RCW, WAC, and Civil Service. Nothing prevents us from going with this approach

3. Hiring Ahead Discussion

- a) For the past 5 years, we lose an Officer every 6 months on average
 1. $12 \times 5 = 60$ total months/10 Officers left = 1 Ofc leaving every 6 months
- b) One (1) Officer has already informed us of his intentions to retire December 2022
- c) A Sergeant has informed us he will be leaving in-the-near future, as well
- d) We are exploring the option of hiring for these positions early to be prepared
- e) We would like to be one Officer ahead, knowing we will likely lose one per year

4. Recruiting Incentive

- a) Possible signing bonus in steps, with a 3-year commitment attached to it
- b) Full-time take home car after 3 years of employment
- c) Open discussion/brainstorm for recruiting ideas



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5. SRO Memorandum of Understanding (MOU)
 - a) SRO works 4 day/10-hour work schedule
 - b) SRO will work additional hours at football games, dances, etc
 - c) Additional hours will get SRO to a 2190 annual work cycle as other union members

6. Civil Service Administrative Changes
 - a) Alana McCoy has resigned her position
 - b) Lt. Sabourin will be assuming her duties until a permanent replacement is found