

RESOLUTION NO. 1434

ADOPTING A POLICY ALLOWING THE CITY OF CENTRAL POINT TO SEEK REIMBURSEMENT FROM LAW ENFORCEMENT AGENCIES WHO HIRE CENTRAL POINT POLICE OFFICERS WITHIN THE FIRST THIRTY SIX MONTHS AFTER TRAINING.

RECITALS:

- A. To make a motion approving a resolution to seek reimbursement for training of Police Officers adopted in City Policy.

The City of Central Point resolves:

Section 1.

This attached policy would allow the City of Central Point to be reimbursed by other Oregon Law Enforcement Agencies for our cost to training the officer within 36 months of hiring. This will act as a disincentive for larger agencies that are recruiting our officers out of the Basic Police Academy and not having to financially incur the expense of training. This policy will be effective for officers who begin field training after October 15, 2015.

Passed by the Council and signed by me in authentication of its passage this 8th day of October, 2015.


Mayor Hank Williams

ATTEST


City Recorder

Policy: Reimbursement for Training of Police Officers

Purpose

To establish requirements related to reimbursement for training costs associated with Oregon Department of Public Safety Standards and Training (DPSST), Field Training Evaluation Program (FTEP), and certification for specified positions as allowed and pursuant to Oregon Revised Statute (ORS) 181.695.

ORS 181.695 requires a government agency that hires an employee who voluntarily leaves employment of the original employing governmental agency to reimburse the original employing governmental agency for certain costs incurred by training the employee.

Definition

“Police Officer” has the meaning given that term in ORS 181.610. Per ORS 181.610 “Police officer” means an officer, member or employee of a law enforcement unit who is employed full-time as a peace officer commissioned by a city.

“Training costs” means training expenses paid for by the City of Central Point that include the cost of salary and benefits paid to an employee during training, the cost of salary and benefits paid to another employee to cover the workload of an employee in training, and the cost of initial training courses required for employment.

Policy

The City of Central Point shall seek reimbursement of “training costs” from another government agency that hires a former police officer who left employment voluntarily, per the below reimbursement schedule.

The City of Central Point may waive the reimbursement of training costs for an employee who voluntarily leaves employment with the City of Central Point and is subsequently employed by another governmental agency. The Police Chief or designee may waive or reduce the amount of reimbursement of training costs up to \$10,000. Approval of the City Manager or designee is required to waive or reduce reimbursement amounts greater than \$10,000.

When making employment decisions, the City of Central Point, as required by law, shall not take into consideration the possibility that the reimbursement of training costs the City may occur from another jurisdiction.

Employees who voluntarily leave employment shall notify the City of Central Point of subsequent employment by another governmental agency in a timely manner, and shall notify future employers of the reimbursement requirements under this policy.

Employees shall be required to sign an acknowledgement of understanding and agreement of this administrative regulation upon hire.

This policy applies to police officers who begin field training after October 15, 2015.

Incentive Program

The City provides a retention incentive program by offering a competitive salary and benefit package that includes educational reimbursement, DPSST certification incentive pay and educational incentive pay. Employees are eligible for annual step increases until they reach the top of the police officer salary range.

Reimbursement schedule

The maximum training reimbursement schedule for a police officer shall be:

(A) 100 percent of training costs if the employee is employed by the subsequent employing governmental agency within 12 months from the date the employee completes field training required by the City of Central Point.

(B) 66 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 12 months but less than 24 months from the date the employee completes field training required by the City of Central Point.

(C) 33 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 24 months but less than 36 months from the date the employee completes field training required by the City of Central Point.

(D) Waived if the employee is employed by the subsequent employing governmental agency more than 36 months from the date the employee completes field training required by the City of Central Point.