



CITY COUNCIL AGENDA

Updated 05/30/25

Wednesday, June 4, 2025

***Mayor Rafferty, Councilmembers Cavegn, Lyden, Ruhland and Stoesz
Interim City Administrator: Dave Pecchia***

COUNCIL WORK SESSION, 6:30 P.M.

Community Room (Not televised) | No Public Comment allowed per the Rules of Decorum

1. Call to Order and Roll Call
2. Setting the Agenda: Addition or Deletion of Agenda Items
3. Police Department Retention and Recruitment Plan, Curt Boehme
4. Fire Department Strategic Implementation Plan, Dan L'Allier ***To Follow***
5. Notices and Communications, City Council

ADJOURNMENT

**CITY COUNCIL
WORK SESSION STAFF REPORT
ITEM NO. 3**

STAFF ORIGINATOR: Curt Boehme, Police Chief

WORK SESSION DATE: June 4, 2025

TOPIC: Police Department Retention and Recruitment Plan

BACKGROUND

In April 2025, Citygate Associates, LLC submitted their final report to the City of Lino Lakes following the completion of their operational study of the police department. The report contained 34 recommendations for the police department to consider for implementation. Police staff reviewed the recommendations and developed a strategic plan consisting of five phases to guide the implementation. A key component of the strategic plan is a fully staffed police department which is necessary for the successful implementation of many of the recommendations. To achieve a fully staffed department, police staff developed retention and recruitment strategies for the council to consider for acceptance.

RECOMMENDATION

The City Council is being asked to support the police department's proposed retention and recruitment strategies by accepting the key components of the plan listed below so that staff can initiate the processes to:

- Front-load sick and vacation leave banks with 20 hours each for new hires.
- Offer a \$2500, one-time hiring bonus for lateral police officer hires.
- Allow the department to hire above the authorized sworn staffing level of 28 officers to 29 officers if a known vacancy is to occur within the following two years or there is a position currently filled by an officer who is not available to perform their active assigned duties.
- Utilize Acting Sergeants until staffing levels permit the transition to permanent promotions.
- Elevate the current Investigative Assistant position to an Evidence and Intel Specialist position.
- Establish two Sergeant positions to provide 24-hour supervision when staffing levels support the change. These positions would not increase the overall approved department staffing levels.
- Establish two Lieutenant positions when staffing levels support the change. These positions would not increase the overall approved staffing levels.

ATTACHMENTS:

None