

**City of Sheldon
City Council Report for February 26, 2020
Special Meeting at 4:30 p.m.**

3. Approve Special City Council minutes of February 22, 2020.

Attachments: Minutes.

Background: Attached are the “open session” minutes for your review and approval. I kept the minutes as best I could, although I am not nearly as good at it as Angie is. Both open session portions were audio-recorded and are available upon request. The closed sessions were taped per State Law and have been archived by the Clerk’s office.

4. Hiring of Full-time Police Officer.

a. Approve hiring of Reserve Officer Tim Loeschen as full-time Police Officer, effective February 26.

b. Oath of Office for Police Officer Tim Loeschen.

Attachments: Offer letter and Oath of Office.

Background: Our pool of candidates for police officer is limited, but we are pleased with where currently stand. Five police officer candidates, including Tim Loeschen, have been in the various stages of the testing process, beginning February 21. A 6th candidate did not proceed with the testing. Tim Loeschen and another candidate have passed.

Another passed everything except the 1 ½ mile run, and is re-testing on the run soon. The remaining two candidates didn’t pass either/or the sit-ups or the POST (Police Officer Selection Test), and can pursue a reserve position if desired.

We are excited to have Tim Loeschen join the ranks of the Sheldon Police Department as a full-time officer. As a reserve officer, Tim is a is the logical choice for the current open position. He replaces Jett Korver, whose last day with the City is February 27. Jett will soon be starting his new role as a deputy with the O’Brien County Sheriff’s Department.

Tim’s appointment as a reserve office was approved by the City Council on November 6, 2019. He took the Oath of Office on December 18. Tim attended Sibley Ocheyden High School, Iowa Lakes Community College and Northwest Iowa Community College. He has his Bachelor’s in Criminal Justice from University of Sioux Falls. Tim’s most recent position was as a full-time Police Officer in Aurora, Colorado.

5. Chief of Police interviews and discussion of final candidates.

c. Closed session under Iowa Code 21.5(i).

d. Discussion and direction.

Attachments: None.

Background: The position of Chief of Police was posted on November 27, 2019. The position “profile” and job posting were developed with the assistance of 41 different people who met with Consultant Jeff Cayler on November 26. The “first review” of applications was on January 3, 2020. Initial interviews were conducted by Jeff Cayler.

On February 21, an open house was held at Truly Scrumptious with the two finalists for Chief of Police (out of 8 original applicants). There were approximately 71 people in attendance at the open house, including the two candidates and consultant. Of the attendees, 39 were from outside City Government. The remainder included elected officials and employees of the City, the Chamber of Commerce or Truly Scrumptious.

On Saturday, February 22, interviews began at 7:30 AM. There were two panels involved in the process. The two panels included a total of four elected officials and 11 other individuals, including consultant Jeff Cayler and me. The process concluded shortly after noon with a motion by the Council to proceed with negotiations with the candidate of choice.

An “outline” offer has been, and the offer will be discussed in closed session at this meeting. Assuming all goes well, the signed “outline” offer will be released, with the candidate’s name, at the conclusion of the closed session.

The employment agreement itself would then be finalized and would hopefully be included in the packets for the March 4 City Council meeting.

Recommended motion for February 26 (assuming the Police Chief candidate signs the “outline” offer):

Motion to approve the “outline” offer and proceed with offering the candidate the employment agreement per the discussion in closed session. The “outline” offer, with the candidate’s name, is hereby released, and the employment agreement will be released as soon as it is ratified by the candidate, and prior to official Mayoral appointment and City Council ratification (as soon as March 4).