

## Police Civil Service Meeting Minutes

January 7, 2025

10:00 AM

- I. Role Call:
  - a. Oris Dunham Dunham – Present
  - b. Debrena Jackson Gandy Jackson Gandy – Present
  - c. Charles Blood Blood – Present
- II. Motion for approving the meeting minutes from 10/16/24
  - a. Motion requested to approve from Debrena Jackson Gandy
  - b. Motion requested to approve from Charles Blood Blood
    - i. Voted to approve from Oris Dunham and Debrena Jackson Gandy
- III. Motion for approving the agenda for today from Oris Dunham
  - a. Motion seconded from Debrena Jackson Gandy
  - b. Motion approved from Charles Blood
    - i. Voted to approve from Debrena Jackson Gandy and Charles Blood
- IV. Public Comment Period
  - a. No public requests
- V. Item: Oris Dunham – term expiration on 12/31/24 as commissioner
  - a. Motion for Oris Dunham to stay on as temporary.
  - b. Oris Dunham’s term is being extended until a replacement is found.
    - i. (second extension)
  - c. Motion seconded from Debrena Jackson Gandy
  - d. 3 I’s for approving the motion for Oris Dunham to stay on
    - i. Voted to approve
- VI. Item: Need to Select a new Chair and New Vice Chair
  - a. Oris Dunham nominates Charles Blood as the Chairman,
    - i. Charles Blood thumbs down.
  - b. Seconded motion of Charles Blood being the Vice Chair and new Chairman is Debrena Jackson Gandy

i. Approved

VII. Meeting update: Now new Chairman Debrena Jackson Gandy has taken over meeting

VIII. Item: Chief Michael Villa – Police Department personnel updates:

- a. Tom Bailey promoted into new position
- b. Mark Thomas is retiring in 2025
- c. 3 bureaus created from a restructuring
- d. SWAT Team will become full time
- e. 3 officers promoted into new Commander roles
- f. 4 officers promoted to Sargent roles
- g. Hired 25 full time employees in 2024-2025 YTD
  - i. 2024 EOY Staffing: 17 vacant of 182 authorized FTEs
- h. Recruitment Officer Cory Tell – new full time Recruiter
  - i. Goal: double rate of hire for 2025 (2.6 people per month)

IX. Cory Tell: Role updates

- a. Working to smooth out the process of onboarding newly hired employees in the department
- b. Increase online presence – job, social media, and Handshake platform
- c. Increase presence in job fairs – 5-8 events per month
- d. Switched testing to NTN

X. Chief Villa – thank you for participants, Commissioners, and Administrators

XI. Item: Request for other items - Debrena Jackson Gandy

XII. Oris Dunham – Biden signing a social security fairness act

- a. Does this effect any officers on staff?
- b. Chief Michael Villa – possible ramifications upon retirement for police department

XIII. Thank you from Debrena Jackson Gandy for Kim DesMarais and Danielle Bennett

XIV. Considers meeting adjourned

XV. Meeting Adjourned at 10:36 AM