



City of Ashland, Missouri
Special Meeting Agenda
Board of Aldermen
11:00 a.m. Monday, May 08, 2023
Meeting will be held via zoom

I. INTRODUCTORY ITEMS

Roll Call
Approval of the Agenda

II. NEW BUSINESS

a. A resolution to enter into an agreement for LETI training expense reimbursement

III. ADJOURNMENT

MEETING WILL BE HELD VIA ZOOM AT THE FOLLOWING LINK:

Posted: 5-05-2023 @ 2:30 p.m.

Join Zoom Meeting

<https://us02web.zoom.us/j/82730273158?pwd=MkpCRmZ4WnV2aEhGMjhhRnVnYlZBZz09>

Meeting ID: 827 3027 3158 Passcode: 079480

One tap mobile

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City of Ashland

101 West Broadway, Ashland, Missouri 65010

Department Source: Police

To: Board of Alderpersons

From: Gabe Edwards, Chief of Police

Board Meeting Date: May 8th, 2023

Re: Police Academy Tuition

EXECUTIVE SUMMARY:

The police department is seeking authorization to enter into a contractual agreement with a police officer candidate for the purpose of sponsoring his tuition at the Law Enforcement Training Institute at the University of Missouri.

DISCUSSION:

The Ashland Police Department has identified a qualified candidate to fill an open police officer position. The candidate is not yet certified in Missouri to be a police officer; the local academy at the University of Missouri offers an academy that the candidate could attend. The academy has an enrollment deadline of May 10, 2023 and the classes begin May 15, 2023.

During recruiting efforts, officers communicate regularly with academy directors across the state. Additionally, in speaking with other law enforcement executives throughout the state, we've learned more and more from those executives and academy directors there are only a few recruits in each academy class who are not already sponsored by an agency. With the difficulty in finding quality certified candidates, agencies across the state are adjusting their recruiting standards; sponsoring non-certified candidates is quickly becoming the standard, and APD will have to get on board that train in order to find the best candidates.

This candidate would enter into a contractual agreement with the city which would require him to repay the cost of academy tuition and any salary paid to him during the academy IF he does not remain employed with the police department for a period of at least 36 months. The candidate has applied for Missouri's Blue Scholarship which would cover the cost of the academy. If he is awarded the scholarship, then the contract you are voting to approve would become void.

FISCAL IMPACT:

Tuition is \$5,000.00. Additional costs that will arise during the academy include typical costs of outfitting any officer (uniforms, vest, equipment, etc.) but also includes ammunition. All ammunition is currently in stock with the department. Further, recruits are paid \$3.53/hr less than commissioned officers (what the budget accounts for). This will result in a savings of approximately \$2,259 over the 18-week academy.

SUGGESTED BOARD ACTION:

If the Board of Alderpersons agrees with the staff recommendation, the Chief of Police should be authorized to enroll the candidate in the police academy and sign any associated contracts with the candidate.

5-08-2023

A RESOLUTION AUTHORIZING THE AGREEMENT FOR LETI TRAINING EXPENSE
REIMBURSEMENT

THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND,
MISSOURI AS FOLLOWS:

Whereas, the Ashland Police Department is seeking authorization to enter into a contractual agreement with a police officer candidate for the purpose of sponsoring his tuition at the Law Enforcement Institute at the University of Missouri.

WHEREAS, The Ashland Police Department has identified a qualified candidate to fill an open police officer position. The candidate is not yet certified in Missouri to be a police officer; the local academy at the University of Missouri offers an academy that the candidate could attend. The academy has an enrollment deadline of May 10, 2023 and the classes begin May 15, 2023.

The Board of Aldermen approves the agreement for LETI training expense reimbursement and authorizes the Police Chief to enroll the candidate in the police academy and sign any associated contracts with the candidate. The agreement for LETI Training Expense reimbursement is hereby attached as Exhibit "A".

Passed and adopted this _____ day of _____, 2023.

Dorise Slinker, Mayor

Attest:

Darla Sapp, City Clerk

**AGREEMENT FOR
LETI TRAINING EXPENSE REIMBURSEMENT**

I, Jeffrey M. Barringer, understand and agree that, in consideration of my employment with the Ashland Missouri Police Department (APD), I will reimburse APD for all costs and expenses related to my peace officer training at the Law Enforcement Training Academy (LETI) at the University of Missouri, purchased to properly train me as a POST-certified peace officer, subject to the following terms and conditions:

1. I agree to diligently pursue the coursework at LETI with a goal of obtaining POST certification.
2. A partial list of the expenses which will be incurred by APD to properly train me as a peace officer is attached hereto as Exhibit "A" and incorporated herein by reference.
3. Upon successfully attaining POST certification, I agree to serve as a Police Officer with APD for a period of not less than thirty-six (36) months after the completion of my training, which is scheduled to be completed on or about September 14th, 2023.
4. I agree that if I separate from employment with APD as a Police Officer **prior to September 14th, 2026**, I will repay my training costs as set forth herein:
 - a. One hundred percent (100%) of my LETI tuition costs of **\$5,000.00**;
 - b. A pro-rata share of my base hourly wages (not including benefit costs, FICA, etc.) incurred during the training period of May 15th, 2023 through September 14th, 2023 not to exceed a total sum of **\$12,600.00**, as set out in the repayment schedule attached as Exhibit "B" and incorporated herein by reference.
5. I understand and agree that this Agreement does not constitute an employment contract and that APD reserves the right, as my employer, to reassign, discipline, or terminate my employment at any time. I also understand that this Agreement does not grant me any special rights or benefits from APD and does not require APD to offer me any particular position within APD, nor does this Agreement alter or affect any of the terms or conditions of my employment with APD.
6. I agree that any amount due as a result of this Agreement is payable within seven (7) days of the date I leave employment.
7. I agree that if it becomes necessary to enforce this contract, all litigation concerning the same will take place in any appropriate division of the Circuit Court of Boone County, Missouri. I further agree that I will pay all costs and expenses incurred by APD or the City of Ashland incurred in connection with the enforcement of this agreement, including a reasonable attorney's fee.
8. I agree that if my tuition for expenses related to my peace officer training at the Law Enforcement Training Academy (LETI) are covered by monies from any grant or scholarship that this contract will become null and void.

SO AGREED.

EMPLOYEE:

Applicant

Dated: _____

City Administrator:

Kyle Michel

Dated: _____

APD:

Gabe Edwards
Chief of Police

Dated: _____

Mayor:

Dorise Slinker

Dated: _____

EXHIBIT "A"
ITEMIZED LIST OF TRAINING EXPENSES

- Tuition with LETI: \$5,000.00
 - Eighteen (18) weeks of base pay calculated as follows:
 - $\$17.50/\text{hour} * 40 \text{ hours/week} * 18 \text{ weeks} =$ \$12,600.00
- TOTAL: \$17,600.00**

**Exhibit "B" -- Wage Reimbursement
Schedule**

TIME OF RESIGNATION	AMOUNT OF REIMBURSEMENT
REIMBURSEMENT TOTAL	\$12,600.00
May-23	\$12,600.00
June-23	\$12,250.00
July-23	\$11,900.00
August-23	\$11,550.00
September-23	\$11,200.00
October-23	\$10,850.00
November-23	\$10,500.00
December-23	\$10,150.00
January-24	\$9,800.00
February-24	\$9,450.00
March-24	\$9,100.00
April-24	\$8,750.00
May-24	\$8,400.00
June-24	\$8,050.00
July-24	\$7,700.00
August-24	\$7,350.00
September-24	\$7,000.00
October-24	\$6,650.00
November-24	\$6,300.00
December-24	\$5,950.00
January-25	\$5,600.00
February-25	\$5,250.00
March-25	\$4,900.00
April-25	\$4,550.00
May-25	\$4,200.00
June-25	\$3,850.00
July-25	\$3,500.00
August-25	\$3,150.00
September-25	\$2,800.00
October-25	\$2,450.00
November-25	\$2,100.00
December-25	\$1,750.00
January-26	\$1,400.00
February-26	\$1,050.00
March-26	\$700.00
April-26	\$350.00
May-26	\$0.00