

**UNAPPROVED MINUTES**  
**Public Safety Committee Meeting**  
**Earlham City Council**  
**April 29, 2024**

The Public Safety Committee of Earlham City Council, will meet Monday April 29, 2024, at Earlham City Hall. Chairperson Visser called the meeting to order at 6:03 p.m., and the following answered roll: Fredericksen, Visser. Absent: Nelsen. Also present: Mayor Lillie, Clerk Hibbs, Chief of Police Stringham.

1. Approval of agenda

**Motion by Fredericksen, second by Visser, to approve agenda. Motion passes.**

2. Discussion on resignation of police officer

Chief Stringham shared the resignation e-mail from Officer Donovan, who is going to work for the Madison County Sheriff's Office. Madison County will pay the training pay-back amount for Donovan in the amount of \$9,670.50 (75% of training expenses). He is using his PTO. His last day will be April 27<sup>th</sup>. Chief will advertise for new officer, but will only consider certified candidates. He would also like to hire 2 more reserve officers to help at least until new officer begins work. Chief stated he will be responsible for the night time call outs until Madison County begins answering these for us, hopefully, July 1<sup>st</sup>.

Mayor believes the personnel manual should be changed and a newly trained officer will be required to pay back 100% of all training expenses and equipment if the officer leaves the Earlham Police Officer before 5 years. Committee agreed.

3. Discussion on new Police Department pay scale.

Chief stated in order to hire and retain quality, certified officers, the hourly wage needs to be increased. He suggested \$31.00/hour for new hire. Non-certified officer would start at \$28.00/hour. Officer Rasmussen would be raised to \$31.00/hour with 4% raise July 1<sup>st</sup>. Mayor approved and will sign wage resolution at the May 13, 2024 council meeting. Consensus of committee agreed to wage increase.

4. Discussion on salary/compensation for Chief, as well as possible pay out of accrued PTO.

Chief stated he believe she was also in line for wage increase. Mayor approved \$35.00 an hour for the Chief starting immediately, with in increase on July 1, 2024. Chief also asked for a pay out of his accrued PTO over the 260-hour maximum. With Donovan gone, he will not be able to take all of the PTO time he has accrued. Mayor and council approved pay out.

**Motion by Visser, second by Fredericksen to adjourn.**

Being there was no further discussion, meeting was adjourned at 6:36 p.m.

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Joel Visser, Chairperson

Attest: \_\_\_\_\_  
Mary Sue Hibbs, Clerk