

Donald J. Lee, Jr.
Chief of Police



Key West
POLICE DEPARTMENT

TO: Mr. Jim Scholl, City Manager
FROM: Donald J. Lee Jr., Chief of Police
DATE: December 8, 2011
RE: Florida Keys Community College Police Academy

Action Statement:

The Key West Police Department requests authorization to sponsor up to eight cadets through the Police Academy using budgeted and available "lapse" salary dollars from the police general fund, Regular Salary and Wages and providing for a budget transfer to the same general fund, Training. The full time police academy is tentatively scheduled to start in February 2012.

Background:

The department has not been able to recruit and fill its vacancies with certified applicants. We intend to pre-screen and then sponsor eight recruits through the full time police academy at FKCC. This would allow the department to fill vacant positions with qualified and vetted personnel. The department has experienced a high success rate when sponsoring candidates through the police academy in the past.

Advantages and Disadvantages:

With the current poor economy, less and less applicants can afford to pay their own way through the police academy. This program will provide the means for qualified applicants to become Key West Police Officers. Without this program, the pool of qualified applicants diminishes and the department would be forced to disqualify anyone who is not in a financial position to pay their own way through the academy. It also affords an employment opportunity for local residents to become sworn police officers in their own community, whom the department has historically been able retain.



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Key West Police Department 1604 N. Roosevelt Blvd. Key West, FL 33040 (305) 809-1111
www.keywestcity.com



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Financial Impact:

The tuition for these cadets will be funded through a transfer of funds from the budgeted police department's general fund, Regular Salaries and Wages, 001-2101-12, to the police department's general fund, Training, 001-2101-55. These "lapse" salary dollars were budgeted for full time positions. Due to vacancies the department currently has over 4% surplus dollars for the first three months of this fiscal year totaling over \$65,000. The surplus salaries will continue at that rate until the cadets are hired. As temporary employees the cadets will start at wage that is \$13,000 less than a full time sworn officer during the academy and increase the salary surplus by over an additional \$43,000 resulting in a total anticipated surplus in Regular Salaries and Wages of over \$100,000.

Recommendation:

Authorize the Key West Police Department to sponsor up to eight cadets through the Police Academy, funded by a transfer of budgeted and available "lapse" salary dollars from the police general fund, Regular Salary and Wages, to the same general fund, Training, in an amount not to exceed \$57,000.



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