



Memorandum

To: The Honorable Mayor and City Commission

Date: January 11, 2024

From: Albert P. Childress
City Manager

A handwritten signature in blue ink, appearing to read "APC", enclosed in a blue circular scribble.

Subject: Employment Agreement – Police Chief

Introduction

The City Manager's Office would like to bring forward an "Employment Agreement" with our Police Chief, Sean T. Brandenburg, for consideration. This would be consistent with City Policy since the City of Key West's former Police Chief, Donnie Lee had an agreement.

Background

Chief Sean T. Brandenburg was sworn in on December 6, 2018, having worked his way up through the rank of the Key West Police Department. Since that time, he has been serving the City of Key West with distinction without an Employment Agreement.

Chief Brandenburg has been a law enforcement officer since 1990, serving his first 12 years in Indiana and joining the Key West Police Department in 2002. He has been involved with the Special Response Team and Mounted Units, served as the Detective Sergeant in the Special Ops Unit, served as a handler and unit coordinator of the K-9 Unit and in 2014 he was promoted to Administration Division Captain.

During his tenure Chief Brandenburg has received numerous accolades and was awarded the Life Saving medal on two separate occasions. In 2013, he graduated from the 67th Session of the Southern Police Institute's Command Officers Development Course. In 2016, Chief Brandenburg graduated from the 266th Session of the FBI National Academy Program at Quantico, Virginia.

Chief Brandenburg continues to volunteer with many organizations in the Key West Community, including the Autism Society of the Keys, Monroe County Special Olympics, and the Rotary Club. In addition, Chief Brandenburg serves on several boards. He is Vice Chairman of the Wesley House Board, serves on both the Keys to be Change and the Metropolitan Community Church Boards, and is a Principal Officer of the Masonic Lodge 64.

Chief Brandenburg's educational Background includes an Associate of Science Degree in Law Enforcement from Vincennes University, a Bachelor of Science in Criminal Justice from Indiana University and a Master's Certificate in Organizational Management from the University of Virginia.

The City Manager's Office recently completed a performance review for Chief Brandenburg. In the review several major accomplishments were noted:

- The department recruited seventeen (17) individuals for open positions,
- Six (6) individuals were in the process of completing the Police Academy,
- The Marine Unit has increased to two (2) Officers

With respect to the crime rate, since the Police Chief's prior performance evaluation, Robberies, Sexual Batteries and Burglaries have all decreased. Traffic Stops had increased by 3,254. Narcotic Arrest and Narcotics Warrants had increases as well as drug seizures.

For the upcoming year, the Police Chief has identified the following Strategic Goals:

- Continue to improve departmental efficiency
- Conduct Citizens Police Academy
- Continue to improve evolving technology
- Increase the number of Officers assigned to General Case Detectives
- Increase the number of Officers assigned to Narcotics Detectives
- Increase the number of Officers assigned to Marine Patrol
- Continue to increase the number of traffic stops
- Add an additional K-9 Unit

With the approval of the 23-24 Fiscal Budget, the Police Chief was able to make a number of significant promotions that have improved morale and allowed for upward mobility. Those selections by the Police Chief were Randy Smith to Deputy Police Chief, Bradley Lariz to Captain, Joseph A. Stockton to Lieutenant and Tiffin Peters as Sergeant. All of these promotions have occurred since October 1, 2023.

Attached are copies of the Police Chief Sean T. Brandenburg's last "Executive Performance Agreement" and a copy of the former Police Chief, Donnie Lee's Employment Agreement

Recommendation

Approve the Resolution that allows for an Employment Agreement with Police Chief Sean Brandenburg.