

RESOLUTION NO. 2017-70

RESOLUTION AUTHORIZING REIMBURSEMENT OF LAW ENFORCEMENT TRAINING COSTS PURSUANT TO OREGON REVISED STATUTE 181A.620

WHEREAS, the City of Forest Grove incurs costs for training law enforcement officers; and

WHEREAS, Oregon Revised Statute 181A.620 provides for reimbursement of law enforcement training costs when an original employing agency trains a police officer for that position and said police officer voluntarily leaves employment with the original agency and is subsequently employed by a different agency that requires the same training as the original agency; and

WHEREAS, The City of Forest Grove may receive reimbursement for the training costs of the officer, who voluntarily leaves The City of Forest Grove and is subsequently hired by another governmental agency, from that governmental agency if the City of Forest Grove adopts this policy providing for a statutorily prescribed pro-rate reimbursement schedule set forth in ORS 181A.620.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF FOREST GROVE AS FOLLOWS:

Section 1. The City of Forest Grove shall request reimbursement of law enforcement training costs as defined in ORS 181A.620 at the rate of reimbursement equal to the maximum permitted by ORS 181A.620 now in effect or as may be amended hereafter.

Section 2. This resolution is effective immediately upon its enactment by the City Council.

PRESENTED AND PASSED this 23rd day of October, 2017.



Anna D. Ruggles, City Recorder

APPROVED by the Mayor this 23rd day of October, 2017.



Peter B Truax, Mayor



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Policy: Reimbursement for Training of Police Officers

Adopted by Resolution No. 2017-70, October 23, 2017

Purpose

To establish requirements related to reimbursement for training costs associated with Oregon Department of Public Safety Standards and Training (DPSST), Field Training Evaluation Program (FTEP), and certification for specified positions as allowed and pursuant to ORS 181A.620. ORS 181A.620 requires a government agency that hires an employee who voluntarily leaves employment of the original employing governmental agency to reimburse the original employing governmental agency for certain costs incurred by training the employee.

Definition

Police officer: means an officer, member or employee of a law enforcement unit who is employed fulltime as a peace officer commissioned by a city.

Training costs: means training expenses paid for by the City of Forest Grove that include the cost of salary and benefits paid to an employee during training, the cost of salary and benefits paid to another employee to cover the workload of an employee in training, and the cost of initial training courses required for employment.

Policy

The City of Forest Grove shall seek reimbursement training costs from another government agency that hires a former police officer who left employment voluntarily, per the below reimbursement schedule. This policy shall be interpreted consistent with ORS 181A.620.

The City of Forest Grove may waive the reimbursement of training costs for an employee who voluntarily leaves employment with the City of Forest Grove and is subsequently employed by another governmental agency.

When making employment decisions, the City of Forest Grove, as required by law, shall not take into consideration the possibility that the reimbursement of training costs the City may occur from another jurisdiction.

Employees who voluntarily leave employment shall notify the City of Forest Grove of subsequent employment by another governmental agency in a timely manner, and shall notify future employers of the reimbursement requirements under this policy.

Employees shall be required to sign an acknowledgement of understanding and agreement of this regulation upon hire and upon implementation of this policy.

Reimbursement Schedule

The required reimbursement schedule shall be:

(A) 100 percent of training costs if the employee is employed by the subsequent employing governmental agency within 12 months from the date the employee completes training required by the original employing governmental agency.

(B) 66 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 12 months but less than 24 months from the date the employee completes training required by the original employing governmental agency.

(C) 33 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 24 months but less than 36 months from the date the employee completes training required by the original employing governmental agency.

(D) Waived if the employee is employed by the subsequent employing governmental agency more than 36 months from the date the employee completes training required by the original employing governmental agency.



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<i>CITY RECORDER USE ONLY:</i>	
AGENDA ITEM #:	<u>7</u>
MEETING DATE:	<u>10/23/17</u>
FINAL ACTION:	<u>260 2017-70</u>

CITY COUNCIL MEMORANDUM

TO: *City Council*

FROM: *Jesse VanderZanden, City Manager*

PROJECT TEAM: *Pat Hess, Police Captain, Janie Schutz, Chief of Police, and Brenda Camilli, Human Resource Manager*

DATE: *October 23, 2017*

SUBJECT: *Resolution Authorizing Reimbursement of Law Enforcement Training Costs*

BACKGROUND:

Staff is proposing Council consider a resolution establishing a policy related to reimbursement for police training costs associated with the Oregon Department of Public Safety Standards and Training (DPSST), Field Training Evaluation Program (FTEP), and certification for specified police positions as allowed and pursuant to ORS 181A.620.

ORS 181A.620 requires a government agency that hires an employee who voluntarily leaves employment of the original employing governmental agency to reimburse the original employing governmental agency for certain costs incurred by training the employee. Many municipalities have adopted a similar policy to help defray expenses associated with employees entering employment at a smaller agency and once trained, seeking employment with a larger entity.

POLICY:

For the purposes of this policy, a Police Officer is defined as an officer, member or employee of a law enforcement unit who is employed fulltime as a peace officer commissioned by a city. Further, Training Costs include the cost of salary and benefits paid to an employee during training, the cost of salary and benefits paid to another employee to cover the workload of an employee in training, and the cost of initial training courses required for employment.

The City of Forest Grove shall seek reimbursement training costs from another government agency that hires a former police officer who left employment voluntarily, per the below reimbursement schedule. This policy shall be interpreted consistent with ORS 181A.620.

- (A) 100 percent of training costs if the employee is employed by the subsequent employing governmental agency within 12 months from the date the employee completes training required by the original employing governmental agency.

(B) 66 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 12 months but less than 24 months from the date the employee completes training required by the original employing governmental agency.

(C) 33 percent of training costs if the employee is employed by the subsequent employing governmental agency more than 24 months but less than 36 months from the date the employee completes training required by the original employing governmental agency.

(D) Waived if the employee is employed by the subsequent employing governmental agency more than 36 months from the date the employee completes training required by the original employing governmental agency.

When making employment decisions, the City of Forest Grove, as required by law, shall not take into consideration the possibility that the reimbursement of training costs the City may occur from another jurisdiction.

Employees who voluntarily leave employment shall notify the City of Forest Grove of subsequent employment by another governmental agency in a timely manner, and shall notify future employers of the reimbursement requirements under this policy.

Current employees affected by this policy shall be required to sign an acknowledgement of understanding and agreement of this policy upon implementation of the policy. New officers will be required to sign an acknowledgement of understanding of this policy upon hire.

FISCAL IMPACT: Recovery of at least some of the training costs of hiring employees who voluntarily leave employment with the City; subsequently, are employed by another governmental agency would result in a modest, but indeterminable increase in General Fund revenue over time.

STAFF RECOMMENDATION: Staff recommends City Council adopt the attached resolution.

ATTACHMENT(s):

Resolution and Exhibit A: Policy Authorizing Reimbursement for Law Enforcement Training Costs