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Sent: Friday, March 3, 2023 11:42:43 AM

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Cc: Hedrick Don <Don.Hedrick@rcgov.org>; Sitts Scott <Scott.Sitts@rcgov.org>; Doyle Tim <Tim.Doyle@rcgov.org>

Subject: Retention Proposal

Dear Council Members,

Thank you for taking the time and having this proposal on your agenda. I would like to share with you my opinion with this proposal. First I would like to share a little bit about myself for those of you who do not know my history.

I have been with the Rapid City Police Department, in several different capacities since 1987, I have worked for five different Chiefs of Police. Here is a small list of union and political jobs I have done in my career.

Fraternal Order of Police Bargaining Unit, one of their Past Presidents, and lead negotiator.

Fraternal Order of Police Past President

Operation Engineers Local 3 Union Business Agent

Elected to the Rapid City Area School Area 4 School Board Member 9 years/3 terms.

I am in favor of this Retention Proposal. This is a step in the right direction with the retention part in the forefront of the thoughts behind the proposal. In today's era of hiring employees is at an all-time low and in my specific profession it is worse. If the Chiefs are bringing this to the agenda of the city council it is a very important and greatly needed for the department as a whole. From reading the proposal they have taken a great deal of time and energy, but mostly care to write this and present it to you for the positive benefits and wellbeing of your city employees.

If you would just like to break it down in budgetary terms, the cost to hire one officer is approximately \$100,000, by the time they are ready to go out on their own and get off probation. When you take this into consideration and your vote to accept this Retention Proposal, it could save 6 officers from leaving in one year, the city made money from the cost to this agenda item.

Plus.....If you are looking at this as having experienced officers handling your calls for service, the knowledge to understand our community, understand and navigate through the systems of government so we can have a safe community. This is one more step in the right direction. Experienced Officers and Supervisors, are not a dime a dozen anymore. A term used from my hiring era, you can have experienced senior officers handling your problems or you can have "Baby Cops", what do you want responding to your loved ones homes? I say this because with the volume of calls our officers receive it takes a good three to five years before they get comfortable, in doing Police Officers duties in Rapid City. I make this statement as a Field Training Officer (FTO) or as it is called today PTO for the RCPD for over twenty years and I know the in-depth training that is required for young officers to get and be comfortable.

I am sure you have had some negatives brought forward as that always happens with agenda items, I know it does from the School Board. But as a whole this Retention Proposal is good for the department and even

though this will not help me personally in each category, it will help the future of the department in hiring the best candidates for service to our community.

Thank you for your consideration and I will leave you with this,

One big thing I have learned over my years working for the city is the selfish comments our employees make or our citizens make, why should they get that, I did not get that benefit. Ladies and Gentlemen times have changed, you see that from your seat on the council we need to be more proactive and out of the box thinking.

If you would like to ask me any questions please reach out, thank you for your service to our community,

Jim Hansen