

INDIAN SHORES


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19305 Gulf Boulevard, Indian Shores, FL 33785
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ADMINISTRATIVE AND FINANCE COMMITTEE

AGENDA - JANUARY 9, 2017

- | ITEM # | AGENDA ITEM | <u>Begins at 4:30 P.M.</u> |
|--------|---|----------------------------|
| 1.0 | Consideration of approving Committee Agenda for January 9, 2017. | |
| 2.0 | Comments from the public on any Agenda item. | |
| 3.0 | Consideration of request by Police Department to recommend to Town Council the hiring of two (2) Full-time Officers for the Patrol Division. (Ref.: Pgs. 1-5) | |


Stephanie V. Waters, CMC
Town Clerk

Any person who decides to appeal any decision of the Administrative and Finance Committee with respect to any matter considered at any such meeting will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes that testimony and evidence upon which the appeal is to be based.

Any person with a disability requiring reasonable accommodation in order to participate in this meeting should contact the Town Clerk's office with your request. Phone 727.595.4020, Fax 727.596.0050.

Patrick C. Soranno
Mayor

Diantha Schear
Vice Mayor

Mike Hackerson
Councilor

Michael (Mike) Petruccelli
Councilor

William F. (Bill) Smith
Councilor

Bonnie Dhonau
Town Administrator

Terry E. Hughes
Chief of Police

Susan L. Scrogam
Director of Finance
and Personnel

Stephanie V. Waters, CMC
Town Clerk

Gregory Yantorno
Building Official

Regina Kardash, Esq.
Town Attorney



INDIAN SHORES POLICE DEPARTMENT


SERVING INDIAN SHORES & REDINGTON SHORES

19305 GULF BOULEVARD, INDIAN SHORES, FL, 33785

Tele: 727-595-5414 or 727-596-8775 Fax: 727-595-4785

Memorandum

To: Honorable Mayor Patrick Soranno, Chairman
Administrative and Finance Committee

From: Terry E. Hughes, Chief of Police 

Date: 03 January 2018

Re: Hiring of Two (2) Officers, Patrol Division
Ms. Natasha K. Hindman
Mr. Justin G. Guillory

As you are aware, the Indian Shores Police Department has been under-staffed for over a year as seven (7) Officers have left the department for various reasons. (retired, transferred to another agency, terminated, etc.) This has caused current Officers to work long hours to maintain the service levels the Public expects, and at great expense as evident in the ending FY16/17 budget. To date, this is already causing a negative impact on the FY17/18 budget.

To reverse this negative impact, and with due-diligence. I ask approval to hire two Officers for the Patrol Division.

Ms. Natasha Hindman comes to us from the St. Petersburg Police Department. She has all the certifications and training needed to be a “certified” Law Enforcement Officer pursuant Florida State Statutes. Her current employment with the Manatee Children Services is a valued asset, plus she will add diversity to the I.S.P.D. Natasha will be assigned to the Patrol Division and will report to Deputy Chief, Major Smoak for assignment. *Please see her resume’ synopsis for more detailed information. (attachment)*

Mr. Justin Guillory was recently with the Gulfport Police Department. He also has all the certifications and training needed to be a “certified” Law Enforcement Officer pursuant Florida State Statutes. Justin attended Rasmussen College where he earned an Associates Degree in Criminal Justice, which is also a valued asset to the department. He will be assigned to the Patrol Division, and will report to Deputy Chief, Major Smoak for Assignment. *Please see his resume’ synopsis for further detailed information. (attachment)*

The hiring of both Officers will have a negative impact on the FY17/18 budget. However, as stated in a Memorandum dated 30 October, 2017 *(attached)*, this is an effort to minimize said impact with the projected savings in “Personal Services/Police, and Overtime.” Which will in turn raise the standards of Police Services given to our Citizens.

MEMORANDUM

To: Honorable Mayor Patrick Soranno, Chairman
Administrative and Finance Committee

From: Terry Hughes, Chief of Police 

Date: January 2, 2018

Re: Brief Resume' of Ms. Natasha K. Hindman

Ms. Natasha Hindman is currently employed with Manatee Children Services where she provides services to children of victimized crimes and is in the process of obtaining her Associates Degree in Criminal Justice.

Ms. Hindman is a graduate of the Lakewood Ranch Police Academy 26 week program located in Lakewood Ranch, Florida. She was then hired by the Saint Petersburg Police department where she attended and completed a six week training program to include: Certifications in Domestic Violence Response, Scenario Response and React, Firearms and Taser, Computer trainings in FCIC/NCIC searches, D.A.V.I.D, and Report Writing.

Ms. Hindman currently lives in the city of Palmetto, Manatee County and is in the process of selling her home and will be making decisions as to her future relocation should she be accepted as a fulltime employee of the Town of Indian Shores.

MEMORANDUM

To: Honorable Mayor Patrick Soranno, Chairman
Administrative and Finance Committee

From: Terry Hughes, Chief of Police 

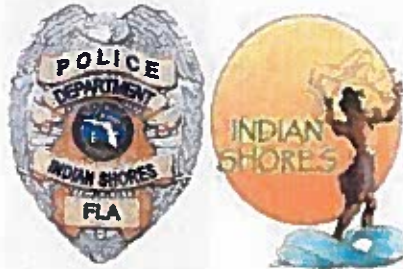
Date: January 2, 2018

Re: Brief Resume' of Justin Gabriel Guillory

Mr. Justin Guillory is currently working as a protective gear and police technologies specialist serving several law enforcement agencies throughout Tampa Bay and the central west coast.

After high school, Mr. Guillory sought higher education through Rasmussen College where he worked part time; paid for, and earned his Associates degree in Criminal Justice. Mr. Guillory then put himself through the Hillsborough County 24 week police academy and was hired by the Gulfport Police Department soon after completion.


Once hired, Mr. Guillory completed a two week, in-house training earning certifications in, firearms, taser, O.C. spray, and computer programing. Mr. Guillory excelled and became certified in defensive tactics and persons approach.



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Memorandum

To: Honorable Mayor Patrick Soranno, Chairman
Administrative and Finance Committee

From: Terry E. Hughes, Chief of Police 

Date: 30 October 2017

Re: Hiring of one (1) Additional Officer

The Indian Shores Police Department is currently at a minimal staffing level, which means every shift is covered. However, if an Officer calls out sick, on annual leave, or out to take advance training classes. * The department is forced to use Part-Time Officers or Full-Time Officers (at over-time rates) to cover the shift.

In an effort to minimize the strain on the FY17/18 budget in areas of "Personal Services/Police", "Overtime", and to raise the standards of Police Services given to our Citizens. I ask approval to hire an additional Officer for the Patrol Division.

This Officer will work adverse shifts to fill in when other Officers are out as stated above, or be assigned to specific duties as the department sees fit. There will also be an additional bonus whereas he/she will be working in a quasi-supervisor role, which the department has been lacking for years.

The only downside is this will have a negative impact to the FY17/18 budget. However, the savings in "Person Services/Police", and "Overtime", will out-weigh the impact to the budget.