



CITY OF FLORENCE

600 West 3rd Street
Florence, Colorado 81226
(719) 784-4848
cityofflorence@florencecolorado.org
www.florencecolorado.org

Police Concerns

1. HR position appointed to, not posted or offered (personally, more experience) HR should be an outside firm, with no ties to employees personally. There are so many pay discrepancies with in the city, time to be fair and equitable to all employees.

City Council decided to appoint an interim HR individual for an immediate and temporary timeframe until such time as a permanent city manager was selected and a decision regarding the direction for HR (in-house position or third party) could be made. While it is a matter of opinion if the HR position should have been posted or offered to others, the Council's goal was to get something in place immediately. Pay is based upon a pay chart that contains grades and steps.

2. Pay issues for Officers, 2% a slap in the face, Finance Officer/Interim HR should not be able to make decisions for the PD officers work 24/7 365 should not be treated better than other City Departments, but we are different.

The budget was approved by the City Council for up to four (4) percent raises for all employees. After discussion and reviews were completed it was determined to provide a two (2) percent raise to all employees with the opportunity for the additional two (2) percent to be made available midyear. It is a matter of opinion that a two percent (2%) raise is a slap in the face, particularly when municipalities elsewhere are making significant budget cuts and foregoing raises or hiring altogether. The Finance Officer/Interim HR has not made any decisions with regard to pay. The determination was made by the interim City manager.

3. Police budget is our budget, shouldn't have to justify to finance why we are spending our budgeted money.

The Finance Officer is responsible for assisting with the audit of the City annually as well as tracking expenditures of appropriated funds. In order to do so, all expenditures need to be supported with information, including but not limited to information specifying which fund the expenditure comes from. We have a responsibility to ensure budgets are followed and spending is tracked in a consistent manner. This is standard practice in municipalities in Colorado.



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4. Our lowest level newest staff should not and does not have the authority to take equipment from an officer, and doesn't need to be treated rudely (Mason)

There was a request for a hotspot to be provided for the last Mayor chat that occurred. The request was made by myself, interim city manager, for this to be provided. Mason was not treated rudely. This matter was discussed with the parties involved and resolved.

5. Police Officer have mandated training, from POST. Should not have to do all the CIRSA online training that is being thrown down their throats. Certain training yes but not all

Per the new direction the city is moving towards, mandatory training for all supervisors was determined and covers a variety of aspects. Such training is to ensure that all supervisors are well rounded and versed in areas, and to invest in the employees of the City. These trainings are just some of many benefits of the City's insurance carrier – CIRSA.

6. The Finance officer should not be paid Over \$10,000 more than the Police Chief

The opinion of a Deputy Chief regarding the setting of another City employee's pay is out of place and simply that – an opinion. Pay is based upon a pay scale structure that takes into consideration, among other things, comps from similar sized (population) cities and towns, duties of the position, and Equal Opportunity Pay requirements.

7. The Chief and I were promised significant raises in 2019, we never got them

I have no knowledge of what was promised by the former city manager, or what such promises were provided. Further discussion regarding this matter is occurring.

8. 4 officers seeking employment elsewhere.

This is unfortunate as we value all our officers and employees. Employees seek employment elsewhere for a variety of reasons. Those who desire to seek employment elsewhere are certainly free to do so. We wish for all employees to thrive and better themselves at all times, be that with the City or elsewhere.

9. We need the PD secured 24/7 we have guns, evidence, cameras don't always work

The building contains multiple tenants and entry points. There was an isolated incident that occurred, measures have been set in place to assure that security for the entire building including the police area of the building occurs.



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10. Department heads should be at all Council meetings.

Pursuant to State Statute, the City Manager directs all City employees, except the Judge, the City Attorney and the City Manager. This is simply the Deputy Chief's opinion and is contrary to practices by municipalities throughout the state which do not require all department heads to attend all City Council meetings. The City Manager could direct a department head to attend a particular City Council meeting should the need arise. City Council could also request, but not require, the attendance of a particular department head should the need arise.

In regards to your clarification. As noted above an interim HR was appointed by Council. This appointment occurred on 09/20/2021. The current interim HR director is Lori Cobler. Prior to this the City Manager handled HR issues and reports. Employees may seek human resources help through their supervisor, interim HR director, or directly through the City manager. If a matter was to arise regarding the City Manager it can be reported to the City Council and/or the City Attorney.

I was made aware of a few of the concerns presented by the Deputy Chief of Police and discussed these with him. I then received the remaining concerns after the conclusion of the special council meeting late last night.

Respectfully,

Sean Garrett

Interim City Manager