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**HUMAN RESOURCES**

To: Gregg Mandsager, City Administrator  
From: Stephanie Romagnoli, Human Resources Manager  
Date: September 17, 2012  
Re: Resolution for Police Training Reimbursement Agreements

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Attached to this memo is a policy for City Council's approval is a resolution re-confirming the agreements with current police officers for repayment of their training expenses. This resolution was recommended by City Attorney Matt Brick as a result of recent court cases and repayment issues we have experienced.

This resolution, as provided here, is in compliance with state requirements and has been reviewed by City Attorney Matt Brick.

At this time, I am requesting approval of this updated policy from the City Council. Please let me know if any additional information is required.

**RESOLUTION NO. \_\_\_\_\_**

**Resolution to Clarify the City's Pre-Employment Reimbursement Contract Policy  
for Police Officers and to Ratify Existing Contracts**

The purpose of this Resolution is to clarify the City's policy on pre-employment contracts and to ratify certain previously-executed contracts.

Whereas, on October 2, 1997, the City Council approved pre-employment contracts for the purpose of recovering training costs over a period not to exceed four years for police officers.

Whereas, the following officers have active contracts with the City of Muscatine;

Jeffrey Conard	Eric Nieland	John Hesseling
Hailee Polito	Daniel Grafton	Matthew Horton
Jacob McCleary	Jacob Elliott	Todd Koch
Dustin Garner	Minnat Patel	Daniel Rigg

Now therefore, be it resolved, that the City Council hereby reiterates the City's Policy on pre-employment reimbursement contracts for police officers by stating that, at all times material, the City Administrator, Police Chief and/or Human Resource Manager are now—and have been—authorized to execute such contracts on behalf of the City. The City Council, effective immediately and to the extent necessary, further approves and ratifies the existing pre-employment contracts between the City and the above listed police officers.

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Mayor DeWayne Hopkins

ATTEST:

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Gregg Mandsager, City Clerk