

Memo

To: Village Board
From: Karl Frantz
Date: 4/30 /24
Re: Special Meeting Board Report

Police Officer Hire – The Police Department will be down three officers as of May 6. This rehire will reduce the number of open vacancies to two. Please see the memo provided by the Police Chief for detailed information as well as the Payment Agreement included in the packet.

Recommended Motion: Hire Huren Gurel to the position of Police Officer at the rate of \$31.01 per hour and to provide a hiring bonus per the Payment Agreement contained herein.



MEMORANDUM

TO: Karl Frantz, Village Administrator
FROM: Jeff Praro, Chief of Police
SUBJECT: Request for Approval of New Police Officer
DATE: April 24, 2024

Harun Gurel initially started with the SHPD as a Community Service Officer in 2021. During that time, he excelled at his job as CSO, learned the Police Admin. Assistant job, and filled in there as well. In August of 2022, the SHPD sponsored Harun to attend the MATC Police Academy, and he graduated in December of that year. Harun was immediately brought on as a full-time police officer and worked our 3pm – 11pm patrol shift. Harun was a phenomenal officer, took on additional duties, and was well liked in the community.

Harun sought other opportunities, and accepted employment outside of Law Enforcement in March of 2024. There were several factors that influenced his decision, but he felt the need to pursue other career options. Now that he has given that a go, he realizes that his heart lies in policing, and he hopes to come back. We very much support that decision and would love to have him back in our ranks!

As you know, we are having difficulties with recruiting solid applicants. Possible candidates we have had recently will require extensive training and quite a bit of time to get them up to speed. Harun can walk right back in and carry on from where he left off. There is virtually no training time. He is a known – I don't have a single thing to wish for improvement with him. He is a great team member, reliable, treats people well, has an excellent work ethic, and does great work. He is the only person that SHPD has sponsored through the academy in known history, and we did that because it was him and we believed in him so strongly.

I won't go on and on... I believe you can see where I'm going with this. I want to hire Harun.

Because of his prior time with SHPD, I'd like to bring him in at the 3-year point on the wage scale: \$31.01. I'd like to offer him the \$5000 sign on bonus, with a two-year commitment agreement. He would serve up to an 18 month probationary period.

When considering Harun, there are a few factors that will save us quite a bit of time, but also money. We have his uniforms, body armor, handgun, and other equipment, so there is no cost to upfit him. He needs no training. He will be plugged into a shift almost immediately, so less overtime and fewer times where no officers are on duty. Harun is a department instructor for



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CPR and is primed to be a field training officer, so instead of requiring training, he can help us get other new officers trained. Hiring Harun will not require a psychological screening or extensive background investigation.

Please let me know what you think about this, and if you approve, what we need to do to move forward.

PAYMENT AGREEMENT – Harun Gurel Hiring Bonus

This agreement is entered into the last day of signature below, by and between the Village of Shorewood Hills (“Village”) and Harun Gurel (“employee”).

- 1. **Hiring Payment:** The Village shall pay the employee a hiring bonus in the sum of five thousand dollars (\$5000) payable in 5 payments of one thousand dollars (\$1000) each over 5 consecutive pay periods starting the first payroll following the employee’s first day of work as a police officer for the Village.
- 2. **Repayment Obligation:** The employee shall not be responsible for repayment of any funds paid to the employee under this agreement, provided the employee remains employed by the Village as a police officer for two (2) years after the date he begins employment with the Village as a police officer. In the event the employee remains employed by the Village as a police officer for less than two years, the employee shall repay the Village a portion of the hiring bonus according to the schedule below:

Term of Employment	Repayment Amount
Less than 6 months	\$5000 (100%)
6 months to less than 12 months	\$3750 (75%)
12 months to less than 18 months	\$2500 (50%)
18 months to less than 24 months	\$1250 (25%)

- 3. **Repayment Conditions:** Any repayment of the hiring bonus shall be due immediately upon the date of the employee’s last day of work for the Village. Repayment of the reimbursement amount shall be made, at the Village’s option as follows:
 - a. By deduction from the employee’s paycheck. By signing below, the employee agrees that the Village may make such deduction pursuant to SS103.455, Wis. Stats.,
 - b. In a lump sum payment within thirty (30) days of the employee’s receipt of the Village’s written demand for reimbursement under this agreement, or
 - c. By means of a written installment agreement between the parties.
- 4. **Terms of Agreement:** The terms of this agreement continue for two years after Harun Gurel begins his employment with the Village as a police officer. The obligation of the employee under sections 3 and 4, above, shall continue until the amounts due have been paid in full or upon satisfaction of the required two (2) years of employment with the Village as a police officer.

IN WITNESS WHEREOF, the parties have executed this agreement effective as of the last date signature below.

VILLAGE OF SHOREWOOD HILLS

By

Karl Frantz, Village Administrator

Harun Gurel

Dated: _____

Dated: _____