



Legislation Details (With Text)

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On agenda: 11/12/2019 **Final action:**
Title: Presentation of Police Department Organizational Assessment (The Novak Consulting Group).
Sponsors:
Indexes:
Code sections:
Attachments: 1. 1- Northfield Staffing Study Council Presentation - 11.04.19, 2. 2- Northfield MN Police Staffing Study - Final - 11.04.19

Date	Ver.	Action By	Action	Result
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City Council Meeting Date: November 12, 2019

To: Mayor and City Council
From: Ben Martig, City Administrator
Michelle Mahowald, Communications and Human Resources Director
Monte Nelson, Police Chief

Presentation of Police Department Organizational Assessment (The Novak Consulting Group).

Action Requested:

The Northfield City Council will receive a presentation (attachment 1) from The Novak Consulting Group regarding their assessment (attachment 2) of the Police Department.

Summary Report:

In June 2019, the City of Northfield contracted with The Novak Consulting Group to perform a staffing and organizational assessment of the Northfield Police Department. The purpose of the assessment was to review the efficiency, effectiveness, and organizational culture of the department. One of the main goals of the study was to provide information and recommendations to improve staffing, processes, and organization within the department to enhance operational effectiveness and relationships in the Northfield community.

This department assessment aligns with the Northfield Strategic Plan priorities of Operational Effectiveness and Diversity, Equity, and Inclusion. The information and suggestions from the study will help guide the department in its own strategic planning and should improve many facets of the important work carried out by the Northfield Police Department well into the future.

Senior Associate Jonathon Ingram and Police Specialist William Connors of the Novak Consulting Group will provide a summary of their study and report to the Council. There will be time for discussion and questions. Please see the attached copies of the study and the presentation.

Alternative Options:

N/A

Financial Impacts:

The Novak Consulting Group study includes numerous recommendations. Some of those recommendations will or could have financial impacts for the department and City. Associated costs will be discussed and considered before any of the projects are initiated. The study also includes recommendations that could reduce financial impact on the department budget. Department staff will track and report to Council any cost savings resulting from implementation of study recommendations.

Tentative Timelines:

N/A