



TO: Redmond City Council  
FROM: Mayor John Marchione  
DATE: April 27, 2010  
SUBJECT: **Police Chief Confirmation**

**REQUESTED MOTION**

Confirm appointment of Ron Gibson to serve as Redmond's Police Chief contingent on his successful completion of pre-employment screening tests scheduled later in the week.

**CONTACT**

Mayor John Marchione 556-2101  
Kerry Sievers, Human Resources Director 556-2122

**BACKGROUND**

The City has made a conditional offer of employment as the City's Police Chief to Mr. Ron Gibson. The offer is contingent on Ron's passing certain medical tests as well as confirmation of his appointment by the Council. As a result, I am requesting that the Council conditionally confirm Ron's appointment contingent on his passing the medical tests. The tests are scheduled for later this week.

The City conducted a nationwide recruitment for this position. Forty-two applications were received and screened. A preliminary telephone interview was conducted with eight applicants. The top two were invited for on-site interviews in March. Three diverse panels interviewed the candidates. These panels were comprised of Redmond department directors, Police Department command staff, union representatives, a member of the Civil Service Commission, the Police Chief of Kirkland and me.

Throughout the interview process, Ron displayed the characteristics and traits that are required of a Director. His leadership and management skills were evident, along with excellent interpersonal skills. Ron was described by the panelists as honest, professional and personable. The process found Ron to be an excellent candidate and confirmed that he will be a valuable addition to the Police Department and our management team. Support for Ron was unanimous among panelists.

Ron brings substantial experience to this position which he has obtained through a long and varied career in law enforcement with the City of Colorado Springs. Ron has been active in the community in Colorado Springs and was a board member of a non-profit organization dedicated to protecting women and children against domestic violence. Ron

