

C4 T REFERRAL TO THE PUBLIC SAFETY AND NEIGHBORHOOD QUALITY OF LIFE COMMITTEE TO DISCUSS THE POLICE DEPARTMENT'S MINIMUM AGE AND EDUCATIONAL REQUIREMENTS FOR THE HIRING OF CERTIFIED POLICE OFFICERS AND POLICE OFFICER TRAINEES.

Applicable Area:



**COMMISSION MEMORANDUM**

TO: Honorable Mayor and Members of the City Commission

FROM: Commissioner Alex Fernandez

DATE: February 26, 2025

TITLE: REFERRAL TO THE PUBLIC SAFETY AND NEIGHBORHOOD QUALITY OF LIFE COMMITTEE TO DISCUSS THE POLICE DEPARTMENT'S MINIMUM AGE AND EDUCATIONAL REQUIREMENTS FOR THE HIRING OF CERTIFIED POLICE OFFICERS AND POLICE OFFICER TRAINEES.

**RECOMMENDATION**

Please place on the February 26, 2025, City Commission agenda a referral to the Public Safety and Neighborhood Quality of Life Committee to discuss MBPD's minimum age and educational requirements for the hiring of certified police officers and police officer trainees.

Police departments nationwide are experiencing a decrease in the number of certified police officers and police officer trainees/recruits applying to agencies, while simultaneously experiencing an increase in police officer turnover.

Currently, MBPD has approximately 34 vacant certified police officer positions, and requires certified officers applying to the department to meet one of the following criteria: 1) possess a bachelor's degree; 2) have completed three years of full time or active-duty military service with an honorable discharge; 3) have completed two years of verifiable and satisfactory police service; or 4) be at least 23 years old at the time of hire, with three years of verifiable and satisfactory employment. Similarly, MBPD requires police officer trainees applying to the department to meet one of the following criteria: 1) possess a bachelor's degree; 2) have completed three years of active-duty military service with an honorable discharge; or 3) be at least 23 years old at the time of hire with three years of verifiable and satisfactory employment.

In comparison: a) the Miami Police Department requires certified police officers to be at least 19 years old and possess a High School Diploma (or equivalent); b) the Miami Dade Sheriff's Office requires police officers to be at least 21 years old at the time of hire and have one or more of the following: 1) possess an associate degree (or at least 60 college credits); 2) 2 years of active or reserve military duty; 3) 3 years of consistent, post-high school experience; or 4) 1 year of full-time sworn law enforcement experience; and c) the Ft. Lauderdale Police Department requires certified police officers to be at least 21 years old and possess a High School Diploma (or equivalent).

As part of this referral, I would request that the City Administration, including the Police Department, be prepared at Committee to discuss reducing the minimum age and educational requirements for the hiring of certified police officers and police officer trainees when the number of MBPD police officer vacancies reaches a certain critical threshold.

**BACKGROUND/HISTORY**

**ANALYSIS**

## **FISCAL IMPACT STATEMENT**

**Does this Ordinance require a Business Impact Estimate?**  
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:  
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

## **FINANCIAL INFORMATION**

## **CONCLUSION**

### **Applicable Area**

Citywide

**Is this a “Residents Right to Know” item,  
pursuant to City Code Section 2-17?**

Yes

**Is this item related to a G.O. Bond  
Project?**

No

**Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481,  
includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

### **Department**

Office of Commissioner Alex Fernandez

### **Sponsor(s)**

Commissioner Alex Fernandez

### **Co-sponsor(s)**

Commissioner David Suarez  
Commissioner Joseph Magazine  
Commissioner Tanya K. Bhatt

### **Condensed Title**

Ref: PSNQLC - Police Department's Minimum Hiring Requirements.  
(Fernandez/Suarez/Magazine/Bhatt)

**Previous Action (For City Clerk Use Only)**