



## Staff Report

February 2, 2026 Council Workshop

Resolution 26-001 Creating a Police Lieutenant position

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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**BACKGROUND:** At the January 20 Workshop, staff presented a draft resolution for the creation of a new non-represented position of Police Lieutenant in the police department. This position is included in the 2026 adopted budget.

**SUMMARY:** The Lieutenant position will engage in key middle management leadership functions within the Camas Police Department. This is a newly created rank, which is designed to provide operational and administrative support, provide relief for the overtaxed Captain position, present opportunities for internal professional advancement, and help create opportunities for organizational resilience with redundancy in tasks.

The 2026 Mayor's Re-adopt Budget included one Lieutenant and this position will be assigned to supervise the Patrol Division and will be responsible for 6 Sergeant direct reports who provide patrol operations coverage 24/7/365. When another Lieutenant position is added in the future, its role will be to assist with administrative functions.

A review of comparable positions was conducted to ensure the salary is appropriate.

**STRATEGIC PLAN:** This item aligns with the Engaged Workforce and Safe and Accessible Community priorities. The addition of this position will ensure proper staffing in the department to keep pace with service demands and the safety of the community. Providing appropriate compensation helps with recruiting and retaining staff within the City.

**BUDGET IMPACT:** This position was included in the adopted 2026 budget and the total cost for salary and benefits for the position is estimated to be about \$190k. No additional funding is needed for this position.

**RECOMMENDATION:** Staff recommends Resolution 26-001 be approved by Council.