

COLUMBUS POLICE DEPARTMENT



Reorganizational Plan/Proposal
Freddie Blackmon, Chief of Police

Ordinance/Organizational Changes

1. Changed the requirement to be eligible for appointment to the position of Assistant Chief of Police

Changed from must have held the rank of Captain for two years to must have held the rank of Captain for one year or permanent rank of Lieutenant for two years or the appointment of Major (rank of Major changed to Deputy Chief) for one year in the CPD

Changed must possess a master's degree to must possess a bachelor's degree with master's degree preferred

Ordinance/Organizational Changes

2. Changed position title of Major to Deputy Chief with no change in duties or pay (title change only)
3. Changed to be eligible for appointment to the rank of Deputy Chief (title changed from Major to Deputy Chief) must have held rank of Captain for one year or a Lieutenant shall have held the permanent rank of Lieutenant for a minimum of two years

The requirement of a master's degree changed to a bachelor's degree with a master's degree preferred

Ordinance/Organizational Changes

4. Changed the requirement to authorize two Assistant Chief of Police positions from one Assistant Chief of Police position

Two Assistant Chief of Police positions were authorized under former Columbus Police Chief Jim Wetherington

5. Reclassified Sergeant position to Chief of Staff/Public Information Officer to be appointed by the Chief of Police

Ordinance/Organizational Changes

6. Added additional requirement to be eligible for appointed position of Corporal and Command Sergeant
7. Added the position Administrative Coordinator to the Office of the Chief of Police

Cost of Reorganizational Plan/Proposal

New/Reclassified Positions:

Assistant Chief of Police

Pay Grade 24 - Salary - \$85,056.37

Administrative Coordinator

Pay Grade 14 – Salary - \$37,835.00

Chief of Staff/Public Information Officer

Pay Grade 20 – Salary - \$60,111.33

Cost of Reorganizational Plan/Proposal

Total Cost 2 New Positions:

\$122,891.57

Reclassification of 1 Position:

\$7847.69

Salary Savings: 25,817.51

Net Difference: 104,921.75

Cost of Reorganizational Plan/Proposal

Value of Freezing 3 Vacant Sworn Police Officer
Positions:

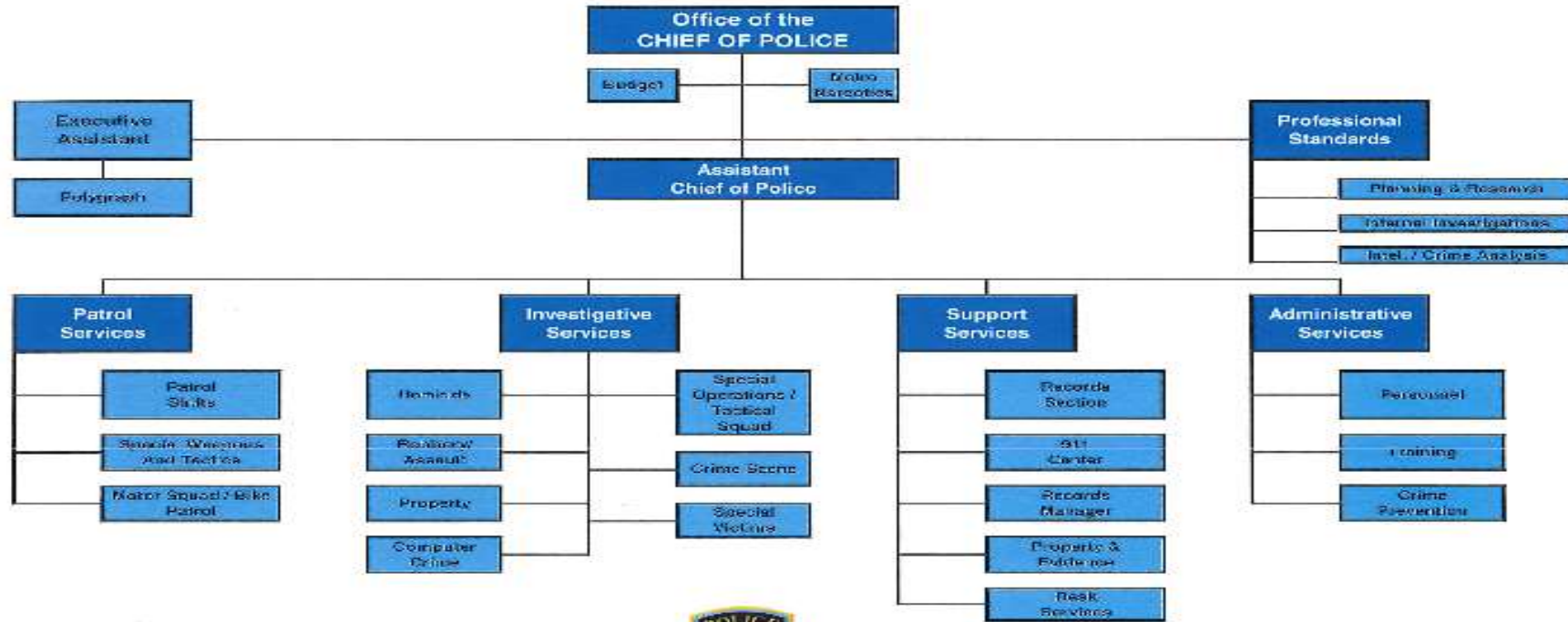
\$110,751.00

Net Cost of adding 2 new positions and
reclassification of 1 position:

Budget Neutral

Current Organizational Chart

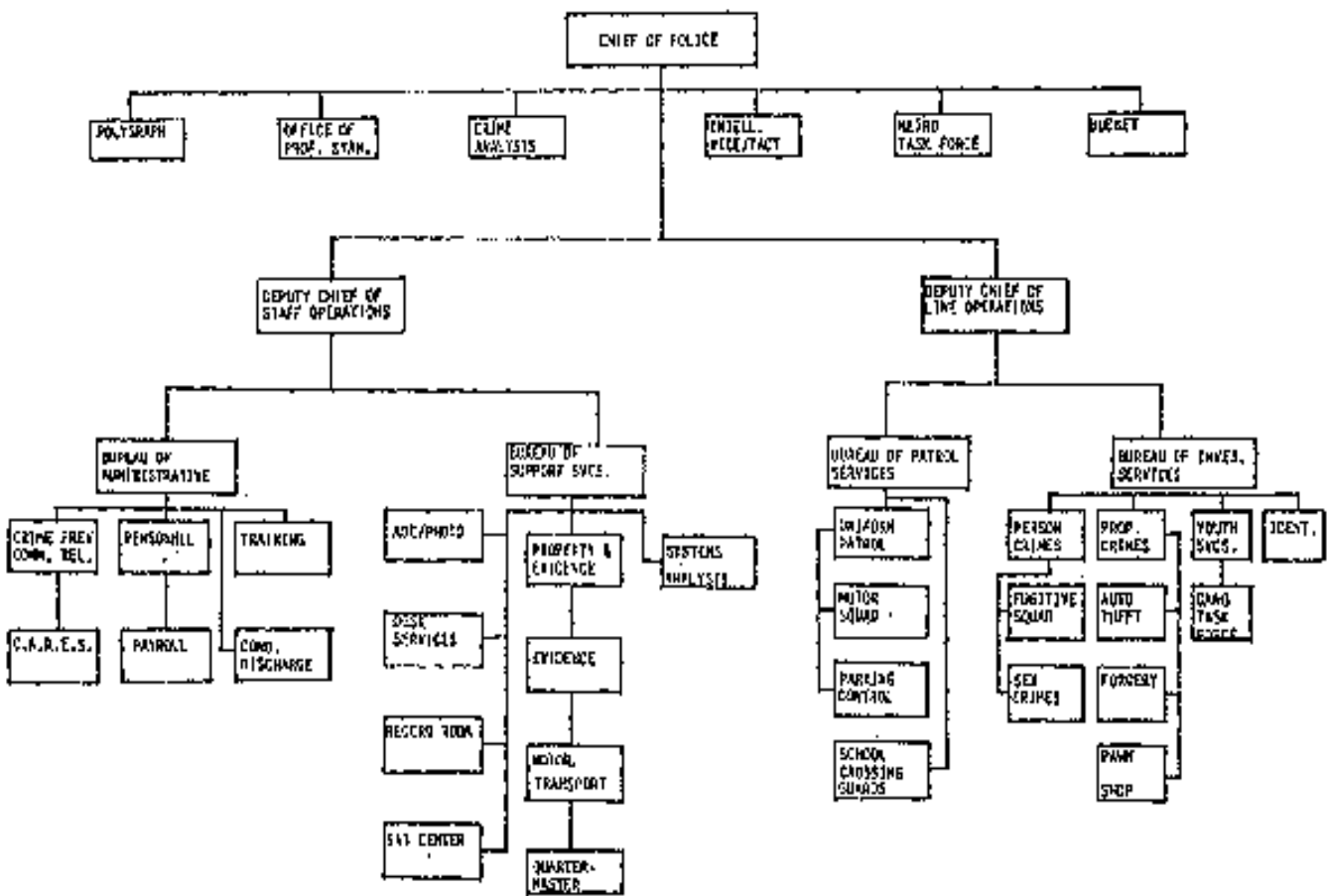
COLUMBUS POLICE DEPARTMENT



8/31/2015

Previous Organizational
Chart
Columbus Police Department
Plan Utilized by Former
Chief of Police Jim
Wetherington

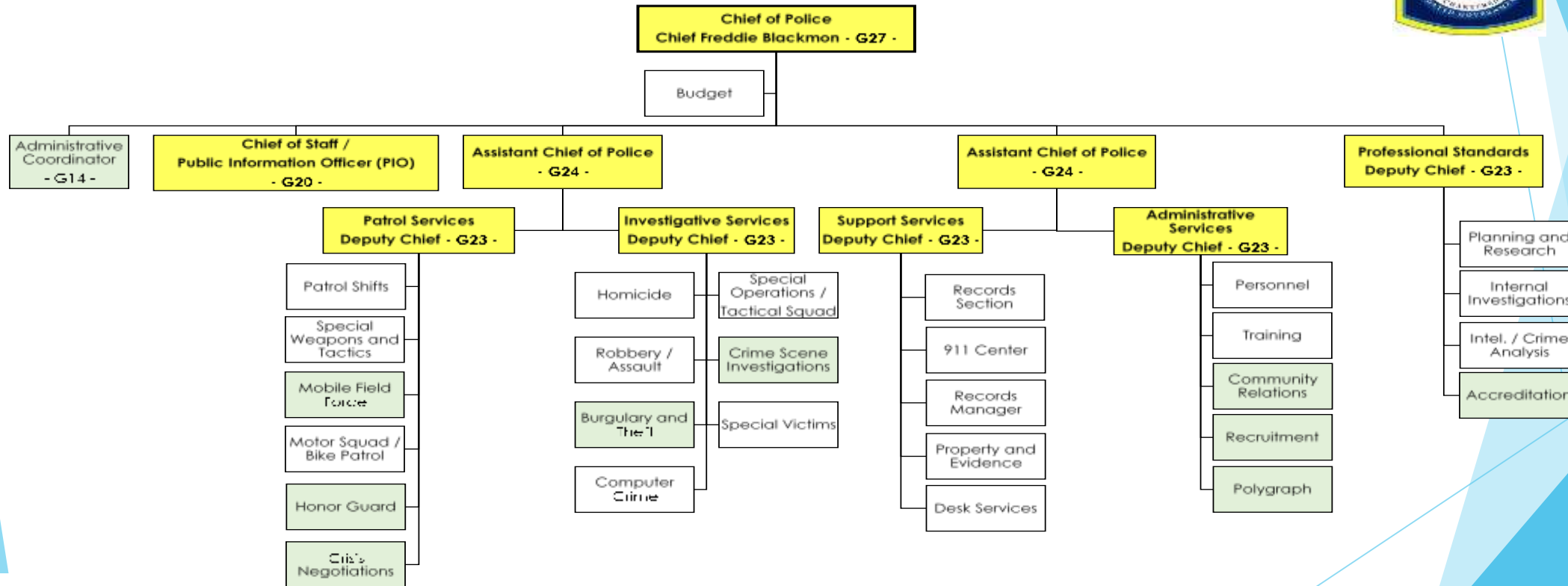
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Sec. 17-21.6. Organizational chart.

Proposed Organizational Chart

Columbus Police Department



Reorganizational Plan/Proposal

QUESTIONS



Assistant Chief of Police

Line Operations

Assists in overseeing all functions and activities of the Bureau of Patrol Services and the Bureau of Investigative Services

Assists in planning, programming, directing, and evaluating the work of the Bureau of Patrol Services and the Bureau of Investigative Services

Assistant Chief of Police

Line Operations

Implements policies, programs, procedures, and regulations

Assists in the development and expenditure of the annual budget

Attends various meetings and training sessions as necessary

Assistant Chief of Police

Line Operations

Supervises, directs, and trains assigned personnel; plans, organizes, and assigns duties

Assists other law enforcement officers and agencies as needed

Performs the duties of the Chief of Police in his absence

Performs other related duties as assigned

Assistant Chief of Police

Staff Operations

Assists in overseeing all functions and activities of the Bureau of Support Services and the Bureau of Administrative Services

Assists in planning, programming, directing, and evaluating the work of the Bureau of Support Services and the Bureau of Administrative Services

Assistant Chief of Police

Staff Operations

Implements policies, programs, procedures, and regulations

Assists in the development and expenditure of the annual budget

Attends various meetings and training sessions as necessary

Assistant Chief of Police

Staff Operations

Supervises, directs, and trains assigned personnel; plans, organizes, and assigns duties

Assists other law enforcement officers and agencies as needed

Performs the duties of the Chief of Police in his absence

Performs other related duties as assigned

Chief of Staff/Public Information Officer

Assists news media personnel in covering routine news stories, and at the scene of incidents with department involvement

Responsible for on-call responses to the news media

Prepares and distributes news releases on the Department's significant activity

Arranges and assists with news conferences

Chief of Staff/Public Information Officer

Develops procedures for releasing information in incidents involving multiple government agencies

Administrator over all CPD social media platforms

Provides Crime Prevention Information to Public and Media

Analyzes Crime Stats for release to media

Performs other related duties as assigned

Change Major Title to Deputy Chief of Police

Some citizens do not understand the rank insignia difference between Major, Sergeant, or other ranks

With the title of Deputy Chief of Police, citizens will be aware of the authority that is associated with that position

According to the 21st Century Policing Report, Pillar One addresses Building Trust and Legitimacy

Change Major Title to Deputy Chief of Police

Building Trust and Nurturing Legitimacy, on both sides of the police/citizen divide, is the foundational principle underlying the nature of relations between law enforcement agencies and the communities they serve

Decades of research and practice support the premise that people are more likely to obey the law when they believe that those who are enforcing it have authority that is perceived as legitimate by those subject to the authority

Line/Staff Organizational Structure

Personally experienced both organizational structures – line/staff structure worked effectively

This organizational structure will enable our department to operate even more efficiently

Line/Staff Organizational Structure

More centralization is given to operations and administration responsibilities

As more demands are placed on the organization there is a need to add internal support functions

Administrative Coordinator

Composes correspondence, memoranda, and letters; compiles data and prepares reports

Coordinates work of other clerical and administrative staff

Responds to inquiries, receives complaints, and works to resolve problems from the general public, elected officials, government agencies, Columbus Consolidated Government employees, and department employees; answers and directs phone calls and emails

Administrative Coordinator

Coordinates the Chief of Police's calendar; schedules meetings, appointments, and special events

Assists with generating, submitting, and disbursing payroll; calculates overtime pay;

Performs other related duties as assigned

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