



CITY COUNCIL MEMORANDUM

TO: Matthew R. Schmitz, MPA - City Manager

FROM: David Niedert – Police Chief

DATE OF MEETING: November 27, 2023

ITEM TITLE: Resolution Creating a Police Lieutenant Position and Promoting Sergeant Isley to the Position

BACKGROUND:

Sgt. Isley has been the department investigator for a few years. Due to the nature of the investigations, he must attend meetings with outside agencies and non-governmental organizations and respond to assist officers at all hours of the day and night. He is also the department's internal affairs investigator. Sgt. Isley is also the third in command of the department. This title would suit his role and the change to a salaried position would assist in the flexible scheduling needed. This would free up Sgt. Isley to be dedicated to investigations approximately 90% of his time, but still, allow him to fill patrol as needed.

DISCUSSION:

With the authorization of 12 full-time employees in the department last year, there is no need to hire another employee. With the return of Officer Flack from military leave, the patrol schedule remains filled as it always has been. The salary created for this position was decided using historical overtime for the investigative Sergeant, and the hourly wage set for that position. There will be a promotion to Patrol Sergeant sometime within the next year, but that will be able to be covered by current budgeting as well.

RESULTS:

The City has established priorities during strategic planning sessions. This item supports the Vision from that session of Support and Empower Workforce. This item helps achieve that vision in two ways. First, it empowers the employee by recognizing the excellent work he has done and gives Sgt. Isley more freedom to do investigations. Second, this follows our vision to provide the best possible law enforcement services to our community. By designating a nearly full-time investigator, the attention to victims of crime becomes enhanced, providing better service to our citizens.

FINANCIAL CONSIDERATION:

As stated above, there will be no overall change in the amount budgeted. There will be changes in line items.

RECOMMENDATION:

Staff recommends a motion to approve and authorize the Mayor to sign the Resolution Creating a Police Lieutenant Position and Promoting Sergeant Isley to the Position.