



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, March 12, 2019
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider approval of the proposed Police Department organizational structure and amended 2019 wage schedule.
Background Information:	<p>City Administrator Hanson and Director of Public Safety Marshall have evaluated and are recommending amendments to the organizational structure for the Police Department.</p> <p>The Personnel Committee reviewed the proposal on March 1, 2019 and recommended unanimously to approve the proposed organizational structure and amended 2019 wage schedule.</p> <p>Director Marshall has provided a background memo included in the attachments that explains the proposal and financial impact. The proposed organizational structure, proposed amendments to the 2019 employee wage schedule, and draft job descriptions are also attached.</p> <p>Two job descriptions have been submitted for evaluation of points by our Consultant, Wayne Brede.</p> <ul style="list-style-type: none"> • Captain—recommended at 588 points; exempt (not eligible for overtime) position • Sergeant—recommended decrease from 441 to 421 points; remains a non-exempt (eligible or overtime) position. Positions pointed at 421 and 441 are within the same pay band, and therefore, have the same pay range. <p>Director Marshall will review the restructuring proposal in more detail at the Council meeting.</p>
Fiscal Impact:	The overall financial impact is estimated at \$2,704 to \$6,365. The proposal does not add additional personnel; rather, it involves changes to rank and command structure.
Alternative/ Variations:	
Recommendations:	approval of the proposed Police Department organizational structure and amended 2019 wage schedule.