

CITY OF SHEBOYGAN

REQUEST FOR FINANCE AND PERSONNEL COMMITTEE CONSIDERATION

ITEM DESCRIPTION: Gen. Ord. 16-22-23, amending Section 82-33 of the Sheboygan Municipal Code so as to modify the City Table of Organization.

REPORT PREPARED BY: Christopher Domagalski, Chief of Police

REPORT DATE: January 6, 2023

MEETING DATE: January 9, 2023

FISCAL SUMMARY:

Budget Line Item:	N/A	Wisconsin	N/A
Budget Summary:	N/A	Statutes:	
Budgeted Expenditure:	N/A	Municipal Code:	N/A
Budgeted Revenue:	N/A		

STATUTORY REFERENCE:

BACKGROUND / ANALYSIS:

The Police Department through General Ordinance 16-22-23 is requesting approval to restructure the Police Department Command Staff. The Command Staff currently consists of three Police Captains who are members of the Sheboygan Professional Police Officers' Supervisory Association. The department is requesting to delete one Captain Position and add one Position of Assistant Chief. The department is also requesting to remove all three positions from the Supervisory Association and add them as Non-represented Protective Service Command Staff. In separate action under Res. 118-22-23 the City would enter into an MOU with the Supervisory Association to modify the current Collective Bargaining Agreement to remove these positions from the Collective Bargaining Agreement.

STAFF COMMENTS:

The Sheboygan Police Department is proposing to restructure its Command Staff structure in order to more effectively meet current and anticipated industry trends. Prior to a restructuring that took place circa 2009, the Sheboygan Police Department was managed by a Chief of Police and two Deputy Chiefs of Police, who shared responsibility for directing the Police Department to meet the needs of the City, for managing its budget, and for safeguarding the City's management rights. Since the reorganization, the Police Department has been left with just one non-represented management position: the Chief of Police. This leaves the department without a clear second-in-command in the Chief's absence. This also has led to staff being responsible for defending the city in contract grievances who are themselves covered by a collective bargaining agreement. The addition of an Assistant Chief would provide for more efficient operation of the department, clearer lines of accountability and oversight, and better preservation of the City's position with regard to management rights, especially through contract negotiations or grievances from either of the associations.

The current Captain of Administration position is responsible for recruitment and hiring; facilities, fleet and radio equipment maintenance; policy, training and certifications; and

management of the court services and community service officer sections. While an Assistant Chief would retain some of these responsibilities, it would be most effective for a Lieutenant of Administration position to assume responsibility for some of the current workload of the Captain of Administration. The additional Lieutenant of Administration position would also be expected to place a greater emphasis on department training. The economic reality of police departments across the country is that they are becoming younger and less experienced, and facing greater turnover of officers at all ranks and tenures. This enhances the need for the Police Department to deliver regular training of both basic and advanced skills to increase the effectiveness of police efforts, increase public perceptions of legitimacy, and reduce liability for the department and City.

Additionally, recent societal and regulatory changes have increased the value of and demand for departments to become accredited through organizations such as the Commission on Accreditation for Law Enforcement Agencies (CALEA) or the Wisconsin Law Enforcement Accreditation Group (WILEAG). Any department receiving federal grant funds is currently required to have select policies reviewed and certified by an outside authority. But proposed legislation could make accreditation a requirement for all law enforcement agencies. Accreditation can be a valuable process in certifying that the department adheres to industry best-practice and in minimizing liability exposure, providing transparency and accountability to the public. But it is also an expensive and time-consuming process to manage. The Sheboygan Police Department previously completed accreditation in 2007, which was managed by a Lieutenant of Administration and at a time when there were two more supervisory positions than the department currently has. The accreditation process requires a thorough review of the department's policies and standard operating procedures, as well as maintenance and tracking to ensure continued compliance with the accreditation standards. This would be a primary responsibility of the new Lieutenant of Administration position as proposed.

Through discussions with the City Administrator, Mayor and Finance Director it is understood that it is not now feasible to add an additional position to the Table of Organization. However, with the retirement of Captain Steve Cobb on December 31, 2022 and an upcoming retirement in one of the other Captain Positions, now prior to promoting others into these positions, is the most appropriate time to accomplish this portion of restructuring.

Job Description Questionnaires (JDQ's) for the positions of Assistant Chief and Captain of Police have been prepared and shared with Carlson Dettmann for placement into the correct classifications.

ACTION REQUESTED:

Motion to recommend to Council to Approve the General Ordinance No. 16-22-23.

ATTACHMENTS:

- I. Gen. Ord. 16-22-23