

May 20, 2025

ITEM: New Business – Resolution 05.25.16: Establishing the Position of Police Sergeant within the Police Department of the City of St. James

BACKGROUND: The attached resolution establishes the position of Police Sergeant within the St. James Police Department.

The creation of this position is recommended by the Personnel Committee following a review of the department's current structure and staffing needs. Research into similar sized communities shows that it is standard practice to include a sergeant-level role rather than appointing an Assistant Police Chief. This structure better aligns with operational demands and budgetary considerations.

Position Overview:

- Leadership: Enhances day-to-day leadership within the department and supports officer development and accountability.
- Continuity of Operations: Provides an experienced point of leadership in the absence of the Police Chief.
- Union Status: This position will remain within the Law Enforcement Labor Services (LELS) union and will continue on the rotating patrol officer schedule.
- Compensation: The designated Sergeant will receive an additional \$2.50 per hour.

In addition a Police Sergeant will strengthen operational effectiveness, improve accountability, and support the professional growth of our officers, contributing to a safer and more resilient community.

STAFF RECOMMENDATION: Approve/Deny Resolution.