



May 14, 2026, Meeting

Agenda Item: Reclassification of Police Training Lieutenant to Police Training Sergeant

Action Requested: Move to authorize reclassification of the Police Training Lieutenant position to Police Training Sergeant

Justification:

With the recent reorganization of the Tumwater Police Department, an opportunity has emerged to better align the organizational structure with long-term strategic priorities. Historically, the department has operated with three lieutenant positions: Detective Lieutenant, Patrol Lieutenant, and Training Lieutenant.

As part of ongoing succession planning efforts, the department has identified the training and development of first-line supervisors as a critical priority. Preparing sergeants for future leadership roles requires deliberate development and exposure to a wide range of operational functions.

To support these objectives, the department proposes reclassifying the Training Lieutenant position to a Training Sergeant position. This change expands developmental opportunities for sergeants by establishing three key assignment areas: Training Sergeant, Administrative Sergeant, and Detective Sergeant.

This structure allows sergeants to gain broader exposure to core departmental functions, enhancing readiness for promotion to lieutenant and strengthening overall organizational capacity.

Under this proposed realignment, the department would consist of two lieutenants and nine sergeants. This reclassification is consistent with the department's vision, supports leadership development goals, and ensures a sustainable organizational model. This proposal is supported by the Tumwater Police Guild.

Discussion and Alternatives:

Options for the Commission include:

- Authorize the reclassification as proposed
- Modify and authorize the reclassification
- Do not authorize the reclassification