



To: Members of the Common Council

From: Police Chief Tim Styka 

Date: March 12, 2012

RE: Police Organizational Structure Change

In a review of the organizational structure of the Police Department, we have identified an opportunity to provide services in a more efficient and effective manner. The current organizational structure was established through the 1990's and did serve us well. However, as the issues we deal with have become more complex and job responsibilities have changed, we also need to adapt.

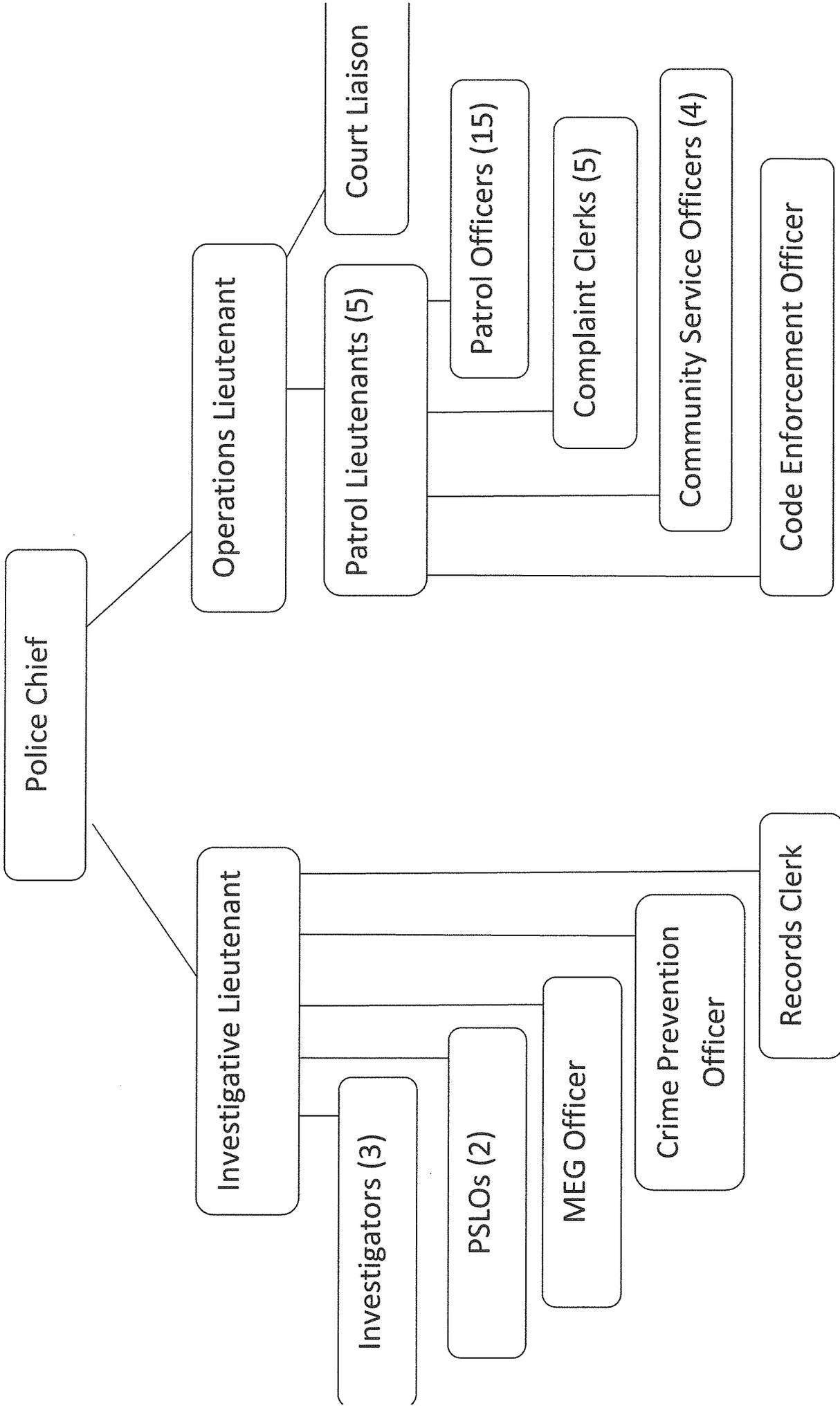
I have attached copies of the current and future organizational charts for the Police Department. While there are a number of reasons for this change, the most important one is the lack of a clearly designated person in charge in my absence. This has been identified as a weakness which needs to be addressed. The solution to this problem is the creation of an Operations Captain position, which will replace the positional formally known as the Operations Lieutenant.

The structural changes have been discussed and approved by the Police Commission on a conceptual basis. However, the removal of the Operations Lieutenant position and creation of an Operations Captain does require the approval of the Common Council. In my discussions with the City Attorney, we would recommend this position be placed at pay grade level 8. There will be no effect on the 2012 budget. In fact this position will be at a lower rate than of Lt. Michael Brunn, who retired at the beginning of this year.

In summary, I am requesting that the Council take action to remove the position of Operations Lieutenant and authorize the creation of the new position of Operations Captain at pay grade level 8.

Thank you in advance for your support in making this important change. If you have any questions, please feel free to contact me.

Current Organizational Chart



Proposed Organizational Chart 2012

