



City of Grand Island

Tuesday, July 9, 2019
Council Session/Budget Work Session

Item F-3

#9741 - Consideration of Amending Chapter 12-5 of the Grand Island City Code to Include Lieutenant Positions in the Police Department

Staff Contact: Robert Falldorf, Police Chief

Council Agenda Memo

From: Police Department

Meeting: July 9, 2019

Subject: Consideration of Amending Chapter 12 of the City Code

Presenter(s): Robert Falldorf, Police Chief

Background

The Grand Island Police Department is proposing that we add the rank of Lieutenant to our organization. The main reason we are looking at doing this is due to the current Span of Control for our Patrol Captain position. Span of Control is defined as the number of subordinates who report to one supervisory/management employee. Our Patrol Captain currently supervises ten Sergeants, which we feel is too large of a number to be effective. Research shows that the optimal Span of Control of any individual with administrative supervisory responsibility should range from three to seven subordinates. We feel that additional ancillary benefits of this restructure will lead to a better managed and more efficient department and will free up time for Sergeants to concentrate on field supervisory duties as opposed to administrative duties in the office.

Chapter 12 of the City Code deals with Civil Service Rules. The positions that are covered under the Civil Service are listed under sub-paragraph 5. The only positions at the City that are recognized as Civil Service positions are the sworn positions in the Police and Fire departments.

Discussion

Our proposal is to eliminate one of our current three Captains after that Captain retires effective 7-11-19 (we will go from a three Captain to a two Captain department). We will replace that Captain with a Lieutenant that will be assigned to the Criminal Investigation Division. We propose that we then promote two of our current Sergeants (positions come from our two Overlap Shifts) up to the rank of Lieutenant and those two Lieutenants will be assigned to our Patrol Division, making three Lieutenants total for the department.

The Human Resources Department did do a review of the cities that are contained in our salary array and received information back from all eight cities. All eight of those cities

in our array currently have Lieutenant positions. Several of the closest cities in our area, Kearney, Hastings, and North Platte, also work under a two-Captain system similar to what we are proposing with the creation of one Administration Captain and one Operations Captain. This type of system seems to work well within the functionality of the two-Captain agencies that we have spoken to. The majority of these agencies also have a Lieutenant or Sergeant in charge of supervising their Criminal Investigation sections, with oversight from the Operations Captain, which works out well.

Cost calculations for the Police Department restructure was completed by the Finance Department and are included in the Power Point presentation. We wanted to make every attempt to make this restructure as cost neutral as possible. We did look at our Operating budget and determined that we were able to cut \$20,000 out of our largest budgeted line item, Miscellaneous Operating Equipment, to help offset restructure costs moving forward.

The creation of the Job Classification of Police Lieutenant will be a sworn position and will fall under Civil Service Rules and Regulations. This request is to amend Chapter 12, sub-paragraph 5 of City Code, to include the position of Police Lieutenant. There will be no change in the number of FTE's or sworn officers as a result of this action.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve amending Chapter 12, sub-paragraph 5, to add the position of Police Lieutenant.

Sample Motion

Move to approve the Ordinance amending City Code Chapter 12, sub-paragraph 5, to add the position of Police Lieutenant.

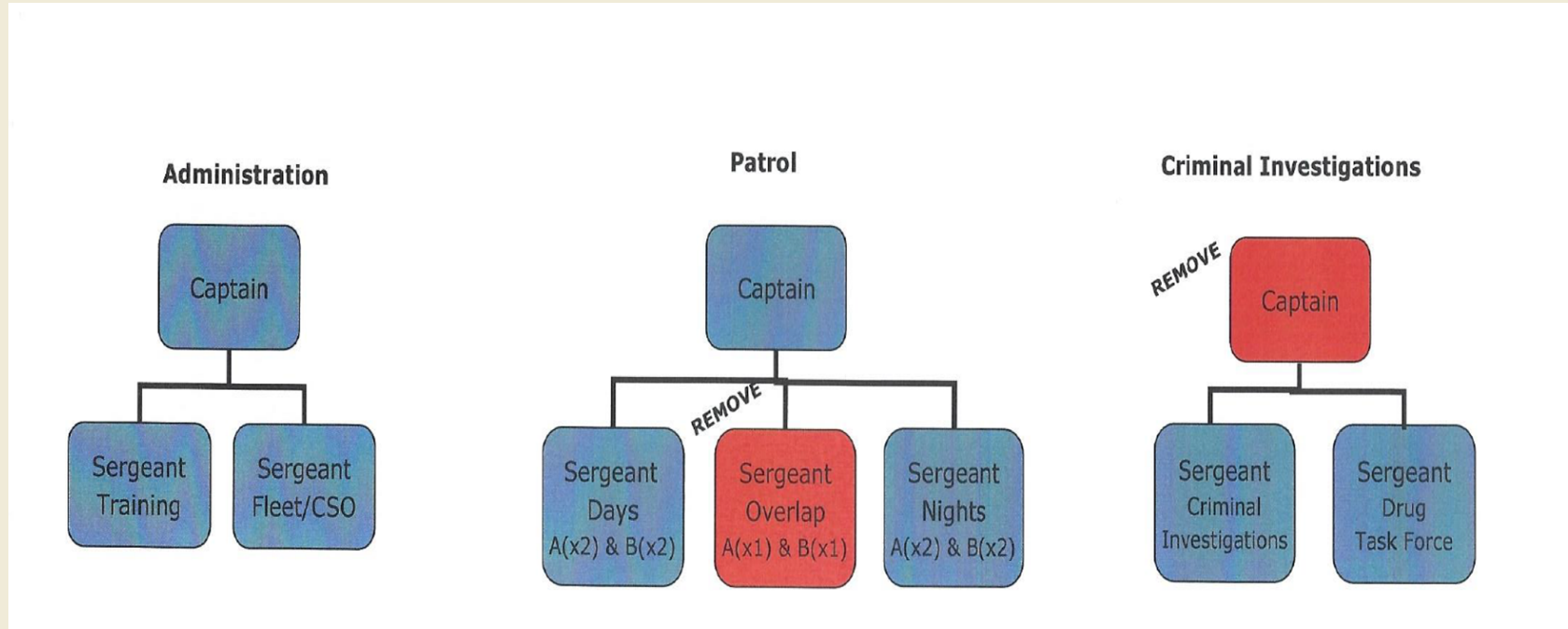
Proposal to Restructure Police Department

 Presented by Robert Falldorf, Police Chief

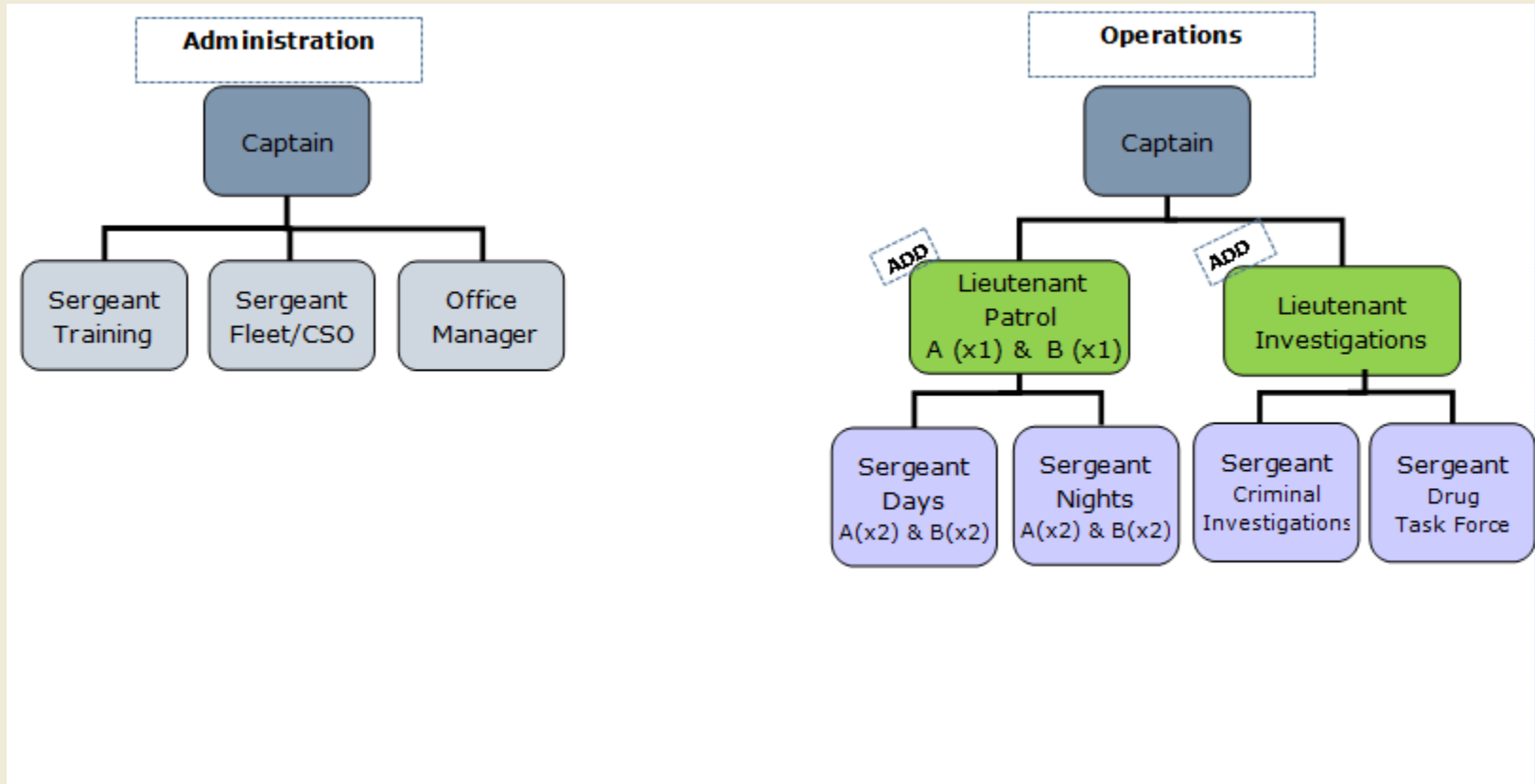
Recommendation

- Promote three Police Sergeants to Police Lieutenants, creating new job classification of Police Lieutenant.
- Eliminate one Police Captain and two Police Sergeant positions to help offset restructure costs. We would go from a three Captain system to a two Captain system (one Administrative Captain and one Operations Captain).

Current Structure



Proposed Structure



Proposed restructure costs

Current	2020	2021	2022	2023	2024
Captain	104,525	109,751	115,239	121,001	127,051
Sergeant	100,990	103,143	105,296	107,928	110,626
Sergeant	100,990	103,143	105,296	107,928	110,626
	306,505	316,037	325,830	336,857	348,304
Proposed	2020	2021	2022	2023	2024
Lieutenant	104,525	109,751	115,239	121,001	123,451
Lieutenant	104,525	109,751	115,239	121,001	123,451
Lieutenant	104,525	109,751	115,239	121,001	123,451
	313,575	329,253	345,716	363,002	370,353
{Savings}/Cost	7,069	13,216	19,886	26,145	22,050

Summary

- Lessen Span of Control for Operation's Captain.
- Better managed/more efficient department.
- Free up time for Sergeants to concentrate on supervisory duties as opposed to administrative duties.

ORDINANCE NO. 9741

An ordinance to amend Chapter 12 of the Grand Island City Code; to amend Section 5 pertaining to Civil Service Positions; to repeal Section 5 as now existing; and any ordinance or parts of ordinances in conflict herewith; and to provide for publication and the effective date of this ordinance.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY
OF GRAND ISLAND, NEBRASKA:

SECTION 1. Section 12-5 of the Grand Island City Code is amended to read as follows:

§12-5. Civil Service Positions

The following official job classification titles are designated for employment positions subject to the Civil Service Act:

Police Department:

Police Chief
Police Captain
Police Lieutenant
Police Sergeant
Police Officer

Fire Department:

Fire Chief
Fire Division Chief
Fire Shift Commander
Fire Captain
Fire Fighter EMT-P
Fire Fighter EMT-B

The number of employment positions within each job classification shall be as from time to time determined by the Mayor. The Mayor shall have the authority to create additional employment positions and to eliminate any or all employment positions in each said job classification except Police Chief and Fire Chief.

Amended by Ordinance No. 9253, effective 3-24-10

Amended by Ordinance No. 9429, effective 6-4-13

Amended by Ordinance No. 9741, effective 7-24-19

SECTION 2. The foregoing section of Chapter 12 as existing prior to this amendment, and any ordinances or parts of ordinances in conflict herewith, are repealed.

SECTION 3. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

Approved as to Form <input type="checkbox"/> _____ May 9, 2013 <input type="checkbox"/> City Attorney
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ORDINANCE NO. 9741 (Cont.)

SECTION 4. That this ordinance shall be in force and take effect from and after its passage and publication in pamphlet form within fifteen days as provided by law.

Enacted: July 9, 2019.

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk