

Position Reclassifications

The upcoming retirements of a Captain and civilian Evidence Tech position has given the police department a unique opportunity to reclassify some positions to make our department more efficient and balanced.

Proposed Changes:

1. Reduce Captain Positions from three (3) to two (2) by combining the Criminal Investigation/Narcotics Division and Support Services Division
2. Reclassify a Captain Position and an Evidence Tech Position to two (2) Police Lieutenant Positions
3. Hire part-time Evidence Tech for 15 to 20 hours per week.

Current Classification		**Proposed Reclassification**	
Position	**Number**	**Position**	**Number**
Chief	1	Chief	1
Major	1	Major	1
Captain	3	**Captain***	**2**
Lieutenant	0	**Lieutenant***	**2**
Sergeant	8	Sergeant	8
Detective	4	Detective	4
Downtown Officer	1	Downtown Officer	1
School Resource	5	School Resource	5
Police Officer	20	Police Officer	20
Civilian Positions	3	**Civilian Positions***	**2**
Total	**46**	**Total**	**46**

*Proposed changes

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Current Salary Schedule-Position Classification LEO (Effective July 1, 2025)

Grade	Position Title	Minimum-rounded	Midpoint-rounded	Maximum-rounded
52	Police Cadet	$ 46,016.28	$ 57,520.35	$ 69,024.42
53		$ 48,317.10	$ 60,396.37	$ 72,475.64
54	Police Officer I	$ 50,732.95	$ 63,416.19	$ 76,099.43
55	Police Officer II	$ 53,269.60	$ 66,587.00	$ 79,904.40
56	Master Police Officer	$ 55,933.08	$ 69,916.35	$ 83,899.62
57		$ 58,729.73	$ 73,412.17	$ 88,094.60
58	Police Sergeant	$ 61,666.22	$ 77,082.77	$ 92,499.33
59		$ 64,749.53	$ 80,936.91	$ 97,124.30
60	Police Captain	$ 67,987.01	$ 84,983.76	$ 101,980.51
61		$ 71,386.36	$ 89,232.95	$ 107,079.54
62		$ 74,955.68	$ 93,694.59	$ 112,433.51
63		$ 78,703.46	$ 98,379.32	$ 118,055.19
64	Police Major	$ 82,638.63	$ 103,298.29	$ 123,957.95
65		$ 86,770.56	$ 108,463.20	$ 130,155.85
66		$ 91,109.09	$ 113,886.36	$ 136,663.64
67	Police Chief	$ 95,664.55	$ 119,580.68	$ 143,496.82

Proposed Salary Schedule-Position Classification LEO

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*Proposed Changes

Lieutenant Positions:

Currently the patrol division has two rotations which are divided into three shifts with each consisting of two (2) Sergeants and 10 Officers. The Lieutenant would focus on managing a rotation to make sure each shift has coverage. This would allow the Sergeants to focus on managing the shifts. The Lieutenant would handle all vacation and sick requests as well as complaints and other issues. This would allow our Shift Sergeants to concentrate on managing the shift and calls.

Captain Positions:

We currently have three (3) Captain Positions that oversees our Patrol, Criminal Investigation/Narcotics, and Support Services. Currently, the Patrol Captain oversees four (4) Sergeants and 20 Officers. The Criminal Investigation/Narcotics Captain oversees two (2) Sergeants and four (4) Detectives. The Support Services Captain oversees two (2) sergeants, five (5) School Resource Officers (SRO), and our part-time officers.

Under this reclassification the department would combine the Criminal Investigation/Narcotics and Support Services Divisions so that one Captain would oversee four (4) Sergeants, four (4) detectives, five (5) SROs and our part-time officers. This makes the Captain Positions more equal.

Part-Time Evidence Tech:

The department would hire a part-time Evidence Tech to manage our evidence room. This position would be for 15 to 20 hours a week. The department believes we would have several retired police officers that would be good candidates for this position so the transition should be easy.

Estimated Salary Costs:

As of December 15, 2025, our current total yearly salaries are $2,841,044.75. Since officer's salaries are different the cost the actual cost is hard to determine. Under the proposed reclassification the total estimated salaries after promotions are $2,837,345.89 to $2,842,272.52. These costs are well below the police department's current salary budget of $2,960,135.53. This would include adding the Police Lieutenant Position to Grade 59 and moving the Captain Position to Grade 61.

Benefits of Reclassification:

1. **Additional Police Officer** – Replaces a civilian position with a sworn police officer position.

2. **More Promotional Opportunities** – Instead of a promotion for one (1) Captain and one (1) Sergeant we would now have promotional opportunities for two (2) Lieutenants and two (2) Sergeants.
3. **Patrol Division Help** – The reclassification would add two addition police officers to our patrol division through the Lieutenant Positions. This would also make our patrol division more efficient by spreading out responsibilities. Sergeants can concentrate on shifts and calls while Lieutenants handle administrative duties.
4. **Balance Captain Positions** – The reclassification would balance our captain positions out with a more equitable distribution of positions under their span of control.