



PERSONNEL ADJUSTMENTS TO NON-SWORN POLICE DEPARTMENT POSITIONS

DECEMBER 6, 2022

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- Police Department Vision
- Continual team assessment of organizational structure
- Succession planning
- Career development
- Ways to enhance service level
- Develop promotional opportunities
- Recruitment strategies
- Employee retention

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Current Positions

- Administrative Services Manager
- Emergency Services Dispatcher
- Police Services Specialist
- Municipal Services Officer
- Administrative Specialist

Proposed

- Public Safety Communications Manager
- Police Records Manager
- Municipal Services Supervisor
- Analyst (finance)

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- Truly Leading the Way – Identify needs now
- Developing a successful path forward
- Career development for current employees
 - Promotional and through mentoring
- Accountability in units that provide critical services
 - Communications, Records, Municipal Services, Finance
- Competitive recruitment / Increased City of RB advancement
- Adjustments fully funded within existing budget (short and long term)
 - Vacancies, planned deauthorizations

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Recommendation

- Approve the proposed personnel adjustments to non-sworn positions in the Police Department to enhance operational efficiency, improve succession planning, and increase employee retention

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