

Item 23-0753: APD Reorganization
Human Resources and Information Technology Committee
Wed, Jun 28, 2023, 4:30PM

Aldersperson Sheri Hartzheim (District 13) 01:08

So, it is 23-0753 Appleton Police Department reorganization. Director Ratchman, would you please speak to this?

Director Jay Ratchman (HR) 01:18

Sure. So, this is something that I've been working with Chief Olson on for probably last two months to look at an administrative position and how that position might take on duties that a lieutenant is currently doing that are administrative in nature. So, from my perspective--we had one like this probably two meetings ago--this makes a lot of sense once again, because we're putting the job tasks into the job in which it belongs. So, for example, our lieutenants make up to \$49.50 per hour. We pay them because they're sworn officers and they're supervisors, versus this position, if approved, earns up to \$32.07 per hour. So once again, it's reassigning the task where it's appropriate. But these are currently tasks that are being conducted between the administrative assistant and the lieutenant today, so it's just job reassignment.

Aldersperson Sheri Hartzheim (District 13) 02:08

Thank you. Could I get a motion on this?

Aldersperson Denise Fenton (District 6) 02:10

Move to approve.

Aldersperson Chris Croatt (District 14) 02:11

Second.

Aldersperson Sheri Hartzheim (District 13) 02:11

Motion and a second. Thank you. Director Ratchman, it notes, there's a note in the memo that says there is no 2023 effect on salary. Can you give us something we can anticipate as far as 2024 and into the future?

Director Jay Ratchman (HR) 02:25

Absolutely. So, what we mean by no immediate change is the employee that's currently in the administrative position, when they get placed into the new pay grade, a raise is not warranted. They will be appropriately placed in that pay grade. But moving forward that position--because it's in a pay grade six, they have the ability to earn up to \$32.07 per hour, and it is an hourly position. Under pay grade five, they had the ability to earn up to \$20.19--um, \$29.15 per hour. So, the difference is \$2.92 per hour or just over \$6,000 annually.

Aldersperson Sheri Hartzheim (District 13) 03:04

And that would be at the top of the grade.

Director Jay Ratchman (HR) 03:06

That would be the top of the grade. So that that is something they would have to work towards with future raises.

Aldersperson Sheri Hartzheim (District 13) 03:11

Excellent. Any anyone on the committee have any questions? Issues? All right, we have a motion and a second on the table. All those in favor, please say aye. Aye. No opposed and no abstentions?