



POLICE DEPARTMENT

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To: Alderperson Thao, Human Resources Committee Chairperson
Alderperson Siebers, Safety and Licensing Committee Chairperson

From: Chief Todd Thomas

Date: December 2, 2020

Subject: Police Department Table of Organization Modification

We constantly review processes, programs and our organizational structure to make sure we are delivering excellent service in the most efficient way. I am presenting the following changes to our table of organization:

Move one (1) **Monday-Friday Patrol Officer** position to a **Victim Services Officer (VSO)** position in the **Community Resource Unit (CRU)**.

- Our current table of organization includes two (2) **M-F Patrol Officer** positions.
- Our current **Community Resource Unit** is comprised of one (1) **Behavioral Health Officer** and one (1) **Community Liaison Officer (CLO)**.

For several years we have been working towards creating a *Mental Health Response Team*, comprised of officers and civilian clinicians, who would triage and respond to the appropriate mental health calls for service. After this move, our **Community Resource Unit** would be a four person team consisting of a Social Worker/Clinician, our BHO, our CLO, and the new VSO. Each of the members of this team would have a specialty, but they would operate as a multi-disciplinary team to address the issues that frequently overlap each other. We are working with several community partners to create this Mental Health Response Team at APD and I am optimistic we will have it in place in early 2021.

The Community Response Unit would be:

- The **Behavioral Health Officer** – overseeing the Mental Health program and our responses and a member of our Mental Health Response Team (along with an outside Clinician).
- The **Community Liaison Officer** – current duties with additional duties as member of the Mental Health Response team.

- The *Victim Services Officer* specialist – working with victims of crime with additional duties as a member of the Mental Health Response Team.
- The embedded **Social Worker/Clinician** Position – currently being proposed and worked on with community partners.

For years we have had a patrol officer performing the Victim Services Officer (VSO) duties when they were available to and when not responding to calls. There is an overwhelming need to support the victims of crimes in a more dedicated manner. The **VSO** will also support patrol operations by taking on much of the follow-up work currently being performed by other officers. This, combined with leaving one (1) **M-F Patrol Officer** position in place, will maintain the resources available for patrol operations while also improving the quality of service offered to the community.

There will be no financial impact. It is a lateral transfer and the VSO position will also cover patrol shifts as needed to mitigate overtime.

I have included two letters of support for this position, one from Harbor House and one from Diverse and Resilient.

We will constantly review programs, processes, and our organizational structure. We also know that it takes time for changes to take hold so that we can truly determine if the anticipated benefits outweigh the unintended consequences. I will review the impact of any change that is approved and report back to the Council if there are any concerns.

Chief Todd Thomas