



POLICE DEPARTMENT

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To: Alderperson Van Zeeland, Human Resources Committee Chairperson
Alderperson Lobner, Safety and Licensing Committee Chairperson

From: Chief Todd Thomas

Date: October 14, 2019

Subject: Informational Item

We constantly review processes, programs and our organizational structure to make sure we are delivering excellent police services in the most efficient way. I want to inform you of the following change we will be making.

The department will be moving one **Community Liaison Officer** (CLO) position to an **Investigator** position in the Investigative Services Unit. In the past we have operated with two (2) Community Liaison Officers and nine (9) Investigators.

On March 17, 2019, one of our CLO's left his position. Prior to this opening we had been having discussions with staff about whether there was a greater need in another area of the department for that position.

With the creation of a **Community Resource Unit** earlier this year, which combined the CLO positions, the Behavioral Health Officer, and informally the Threat Assessment Officer under one unit and supervisor, we decided to run a trial period without the second CLO to assess the impact. The hypothesis was that the creation of the team would spread the duties around and make it possible to be just as efficient with one less officer, which could be used where it was needed more.

Our **Investigative Unit** has not had any additions to it for many years. In 2015, a **Forensic Investigator** was added because of the dramatic increase in the number of computers and other electronic equipment being used to commit crimes, and the time and technological training that was needed to search those devices. The case load and complexity of the cases assigned to our Investigators continues to increase. Our Forensic Investigator is now working cases as an Investigator out of necessity, taking him away from the overwhelming workload he already has as a forensic examiner.

For the past 6 months we operated without the CLO position filled to determine if it impacted our level of service. At the same time, we temporarily added an Investigator to our Investigative Unit to determine if it made us more efficient and took some of the

investigative duties away from the Forensic Investigator so that he could focus on his primary duties.

Our assessment of the trial period, from both supervisors and officers affected, was that the position was needed and more productive as an Investigator in ISU. The other specialty positions have taken some of the workload off of the CLO position, and the added Investigator position has helped free up not only the Forensic Investigator, but our other Investigators, who frequently are handling multiple complex investigations at a time.

There will be no financial impact, it is a lateral transfer and the investigator position also covers patrol demands to mitigate overtime.

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