

To: Mayor Harris and the City Council
Fr: Ron Chandler and Kevin Warren
Dt: June 19, 2013
Re: North Ogden Police Position Changes

This proposal includes phasing out the current Police Captain Position and implementing a Patrol Lieutenant, an Investigation/Administration Lieutenant, and a Special Functions Supervisor. The organization structure within the police department has not changed since 1997, when there were twelve full-time police officers employed. Said reorganizational proposal will not require adding a new police officer; only a reorganization of staff and added responsibilities. {See attached current and proposed organizational structures.) The justification for this proposal is explained below. Bryan has reviewed this proposal for its budgetary impact and has determined that there is no impact on the budget

The North Ogden Police Department currently employs eighteen full time police officers, three support staff, one animal service officer, and several volunteers. The objective of this proposal is to improve services by utilizing leadership skills to promote the goals and objectives of the department, enhance chain of command, improve accountability and training, encourage feedback, and afford opportunities for growth. The North Ogden Police Department has added six full-time police officers since 1997, which has widened the span of control within the department. A widened span of control jeopardizes accountability, which allows dishonesty and corruption to penetrate the department. The proposed plan narrows the span of control currently in place and will improve accountability and quality of service.

Twelve officers are currently assigned to the patrol division. As of August 1, 2013, North Ogden Police will have five new police officers collectively assigned to the patrol division with less than 22 months of experience. Leadership can moderate mistakes, reduce citizen referral complaints, and improve the quality of service provided by the patrol staff. A Patrol Lieutenant will allow us to properly train and supervise our patrol staff, as well as critique incident reports for mistakes or missing information. The Patrol Lieutenant will also be responsible for scheduling and staffing needs. He will oversee a large group of pooled resources including traffic enforcement, special services, alcohol and drug enforcement programs, fleet services, police equipment, SWAT team member, and organize large events.

The Investigations/Administrative Lieutenant will be assigned to supervise the Investigations Division, Strike Force member, School Resource Officer, and Animal Services. He will also oversee Internal

Affairs, develop standard operating policies, manage mini-grants, evidence, court security, and assist the Chief of Police with administrative duties including the implementation of goals and objectives of the department.

The position of Special Functions Supervisor encompasses several assignments that are supervisory in nature. The responsibilities include such duties as Detective, Public Information Officer, Traffic School Supervisor, and Emergency Response Coordinator. These duties require specialized training and experience beyond those expected of most police officers. The Special Functions Supervisor will oversee crime analysis, GIS system, grant writing, as well as supervise our crossing guards, CERT, VIPS, and other volunteer programs. He will also manage other analytical duties that necessitate specialized training.