

Public Safety Committee Meeting

January 8, 2024

Members Present:

Chairman, Jim Engelman, Ann Smith, and Mayor Janet Winkler

Members Absent:

Barry Mitchell

Others Present:

Town Manager, Jonathan Greer, Assistant Manager, Shana Guy, Chief of Police, Brandon Nelson, and Town Clerk, Tammy Swanson

Call to Order:

Jim Engelman called the meeting to order at approximately 3:00 pm.

Police Pay Grade Updates:

Jonathan presented the following requests for the Committee to review.

- Move Sergeant to Grade 20 (up from 19);
- Move Master Patrol Officer to Grade 19 (down from 20);
- Eliminate Master Patrol Officer-II from pay scale, and approve 2.5% increase over MPO-I, once MPO-II is achieved.

Jonathan explained that in July 2023, ranks were added to the Town's pay scale for the Police Department. Each rank was assigned a grade in accordance with job function, duties, experience, and certifications. Once any change is made and in practice, we need to reevaluate to make sure we're getting the intended effects.

Jonathan along with Chief Nelson explained that the rank of Master Patrol Officer does not hold any extra duties or responsibilities beyond patrol officer. To receive the Master Patrol Officer rank, an officer must serve two years as Patrol Officer II, and receive an Intermediate Certificate.

The rank of Sergeant, however, does hold extra duties and responsibilities. Sergeants are the backbone of the department, and are tasked with training and supervising the patrol officers in their platoons. The current pay scale has Sergeants ranked lower than the Master Patrol Officers, which based on the responsibilities of the two positions, is backwards. Jonathan proposed moving the rank of Master Patrol Officer down one grade, and moving the rank of Sergeant up one grade.

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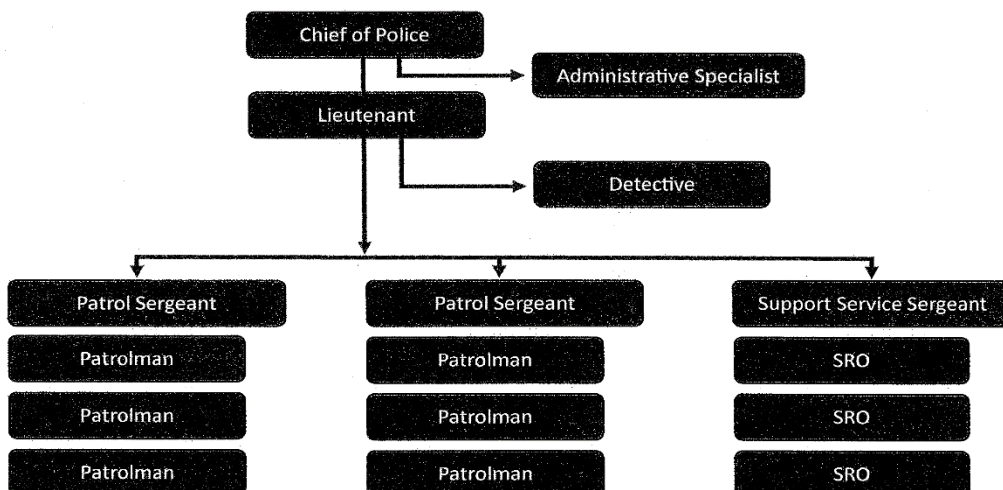
Jonathan also commented that the rank of Master Patrol Officer II, currently at grade 21, is achieved when an officer has served two years as an MPO-I, and received an Advanced Certificate. While this is an advanced rank, it does not hold any additional responsibilities. Jonathan proposed that rather than giving the officer a 5% pay increase for achieving MPO-II, remove the MPO-II ranking from the pay scale, and approve a 2.5% increase for achieving MPO-I, once an officer has met the requirements for MPO-II.

Motion: (Jim Engelman/Ann Smith) to approve the recommended changes in the Police Pay Grades, and to recommend approval to the Board of Commissioners. Unanimously approved.

Police Department Staffing Updates:

Chief Nelson presented an organizational chart for the Department, and stated that some of the officers would be changing positions. Sgt. Benji Manning will be moving to the Lieutenant's position, Detective Scott Lovins will be moving to the Support Service Sgt. over the SRO Officers, and Officer Tyler Walker will be moving to the Detective position. He explained that Scott had requested the move to Support Service Sgt., Tyler has already attended classes for detective work, and having Benji as Lieutenant will provide a "second in command" should he be out of Town or unavailable. Chief Nelson commented that he feels very confident in having these officers in these positions.

**Hudson Police Department
Organizational Chart**



Update on Flock Readers:

Chief Nelson commented that the Flock License Plate Readers are continuing to be very beneficial in helping them to recover stolen property.

Adjournment:

Motion: (Ann Smith/Jim Engelman) to adjourn the meeting. Unanimously approved.

Tamra T. Swanson, Town Clerk