

Police Department Request Priority #2 – Lieutenant Position

General Information

Funding Package Name *	Police Lieutenant
Department *	Police
Description *	The lieutenant would command both the patrol division and detective bureau and conduct complex criminal, internal affairs, and administrative investigations.
Justification Type	Public Safety Enhancements X Community Enhancement X
Justification Details	As an administration position, higher rank, and non-union position, the lieutenant would have the ability to investigate and sanction subordinates and Union members without any perceived conflicts. The lieutenant would work under the direct supervision of the Captain and Chief of Police. The lieutenant position would be essential for effective succession planning. Promoting a first line supervisor (sergeant) to a management position prepares one for upper management positions.

Expenses 1 ^

Identify each expense item by selecting accounts by Account ID or name from the dropdown. You can also manually add itemizations if needed.

FY2026				
Expense Items	Account ID	Quantity	Unit Cost	Value
SALARIES & WAGES	0010-2-210-0-1-00-00...			\$114,000.00
SALARIES & WAGES Itemization 1	0010-2-210-0-1-00-00...	1	\$114,000.00	\$114,000.00
Totals Expenses				\$114,000.00

REQUEST 2 – Lieutenant Position

Cost: \$114,000 salaried, non-union position

Clothing and Cleaning: \$1,800

Benefits:

Total: \$115,800

Justification and Essential Duties

The Middleton Police currently employs only two administrative positions; the Chief and Captain. Currently, internal affairs investigations, both criminal and administrative, are conducted by the Detective Sergeant, who conducts the investigations, however, does not recommend or impose sanctions. The Detective Sergeant investigates Patrol Sergeants, which are of equal rank to the Detective Sergeant and members of the same Union. This practice is not recommended and can place the Detective Sergeant in a difficult position in the issuance of direct orders in administrative investigations.

The lieutenant would command both the patrol division and detective bureau and conduct complex criminal, internal affairs, and administrative investigations. As an administration position, higher rank, and non-union position, the lieutenant would have the ability to investigate and sanction subordinates and Union members without any perceived conflicts. The lieutenant would work under the direct supervision of the Captain and Chief of Police.

The lieutenant position would be essential for effective succession planning. Promoting a first line supervisor (sergeant) to a management position prepares one for upper management positions (Captain and/or Chief). Succession plans were not prevalent in prior administrations and with the growing of the town and police department, successions planning is essential for long term success of the police department.

The lieutenant position would be a salaried position and not entitled to overtime. The salary would be expected to be between that of the Detective Sergeant and Captain's salary, estimated at \$114k. The position would be posted internally and open to all current Middleton Police Sergeants. The savings of overtime would be expected to offset the increase in salary from sergeant to lieutenant, therefore, the cost would be offset by the savings. The sergeant promoted would be backfilled by a promotion from within the Middleton Police Officer rank. The creation of the lieutenant rank would not increase the overall number of officers in the Middleton Police Department.