



# CITY OF MANITOWOC

WISCONSIN, USA

[www.manitowoc.org](http://www.manitowoc.org)

**DATE:** April 1, 2024  
**TO:** Personnel Committee  
**FROM:** Jessie Lillibridge, HR Director  
**RE:** **Seasonal Police Assistant Wage**

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We are requesting an increase to the seasonal pay rate for the Police Assistant position due to the collective bargaining agreement changes that went into effect January 1, 2024. As a result of those changes (revision of Management Rights language) we have been able to expand the responsibilities of the current Seasonal Police Assistant, Mike Stone, who took the position after retiring from MTPD as the Detective Sergeant last year.

Originally this seasonal position focused on doing background checks for potential new police hires. Mike Stone is now analyzing video, monitoring jail calls, as well as traveling to the Child Advocacy Center (CAC) to take notes for sensitive child interviews. With his 30+ years of law enforcement experience he is freeing up numerous amounts of full-time detective hours so they can focus on other areas that they are responsible for while doing complex investigations. We are solving more crime and freeing up detectives' time (who make in excess of \$41 an hour).

The pay rate for the Seasonal Police Assistant currently tops out at \$16.50 an hour and I am requesting to increase the maximum rate to \$29 an hour. Although this is still a big cost savings, it is more in line with the work and experience involved in this role since the changes in the contract language.

Regarding the fiscal impact, we plan on using the budgeted money we had for this position along with cost savings in the police wages line (from open positions which take time to fill) which should result in no fiscal impact. We are making this request for current and future retention, as these highly trained and experienced retirees will continue to save us a lot of money, but still need to be compensated properly to keep them on board.

If you have any questions or need further information please reach out.

Thank you!

Chief Nick Reimer

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## HUMAN RESOURCES

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