



City of Racine Human Resources Office

MEMORANDUM

Finance and Personnel Committee Members:

March 19, 2021

Communication sponsored by Mayor Mason requesting to reclassify the position of Police Chief from Grade S to Grade T on the compensation structure.

Analysis

I am writing to recommend that the position of Police Chief be reclassified from its current Grade S to Grade T on the compensation structure. Changes to job classifications are typically memorialized in the annual budget process, additional changes require confirmation from both the Finance & Personnel Committee and the Common Council. We are requesting to make this adjustment in order to reflect market changes and remain competitive within the industry.

Currently, Grade S pay range is capped at \$136,490 and Grade T is capped at \$146,681. Other internal positions listed at a Grade T include: Finance Director, City Attorney and Commissioner of Public Works.

The recommendation to increase the grade is being made following input from Baker Tilly, the firm retained to conduct the Police Chief search, data from comparable communities and input from the city's compensation consultant.

Recommended Action

I recommend that the motion be made to reclassify the position of Police Chief from Grade S to Grade T on the compensation structure.

Respectfully Submitted,

Kate Croteau
Human Resources Director

Cc: Paul Vornholt – City Administrator
Kathleen Fischer – Finance Director