

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: October 11, 2010

TO: Mayor Dave Cieslewicz
FROM: Chief Noble Wray
SUBJECT: **Need for Additional Officers in 2011**

When we met last week to discuss the impact of the decision by the COPS Office not to award the City of Madison funds to hire new officers, you asked me to provide a proposal for police officers that would cost the City less than \$300,000. Obviously, the MPD request for 20 officers would cost substantially more than this amount. The revised proposal to authorize the 11 positions overhired in 2010 as permanent positions would also cost significantly more than \$300,000.

In discussing the need for officers with the police management team, we agreed that the minimum number of officers needed was eight. Four of these positions would replace the four positions upgraded to detective in your 2011 operating budget. The other four positions are necessary in order to add two beats that were identified as a needed adjustment to the 5-shift plan.

The actual cost to add eight positions is \$461,120. This cost includes equipping the officers with their initial issue, as well as purchasing and equipping two squad cars which are necessary to support the 5-shift model of staffing. Although this represents a significant cost, some additional funding is now available to offset a portion of the expense. These funds are as follows:

1. Justice Assistance Grant (JAG): Funding in the amount of \$129,480 could be reallocated to purchase vehicles and equipment.
2. Delay Detective promotions: The Executive Operating budget provides for the promotion of four officer positions to Detective. Delaying these promotions until June 26 would provide \$9,950 toward new officer costs.
3. Reduce PreService Academy budget: The Executive Operating budget provides funds for a PreService Academy. With the officers overhired in 2010 moving into positions vacated through attrition, the Department is able to reduce the PreService Academy budget by \$25,000.
4. Additional Federal Revenue: The MPD was recently notified that increased federal funding will be available for overtime related to major cases involving gangs and gun crimes. This will increase revenue by \$10,000.

The total of additional funds available to offset the cost of the eight added positions is \$174,430. This would result in a need for an additional appropriation of \$286,690.

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Although I share your concern in regard to the current economic situation, it is important that the Department continue to add staff incrementally in order to avoid the need for significant staff increases in the future. As I am sure you will recall, the memo distributed to you and the Council in July stated that the data from the patrol and detective staffing studies indicated a need for a minimum of 34 additional commissioned positions. We reduced our original request to 20, to correspond with the 2009 staffing request. Each year that we delay adding positions will result in greater needs for future budgets.

I appreciate your consideration of this request, and would like an opportunity to discuss this with you prior to next week's Board of Estimates meeting.