

City of Delafield Police Staffing

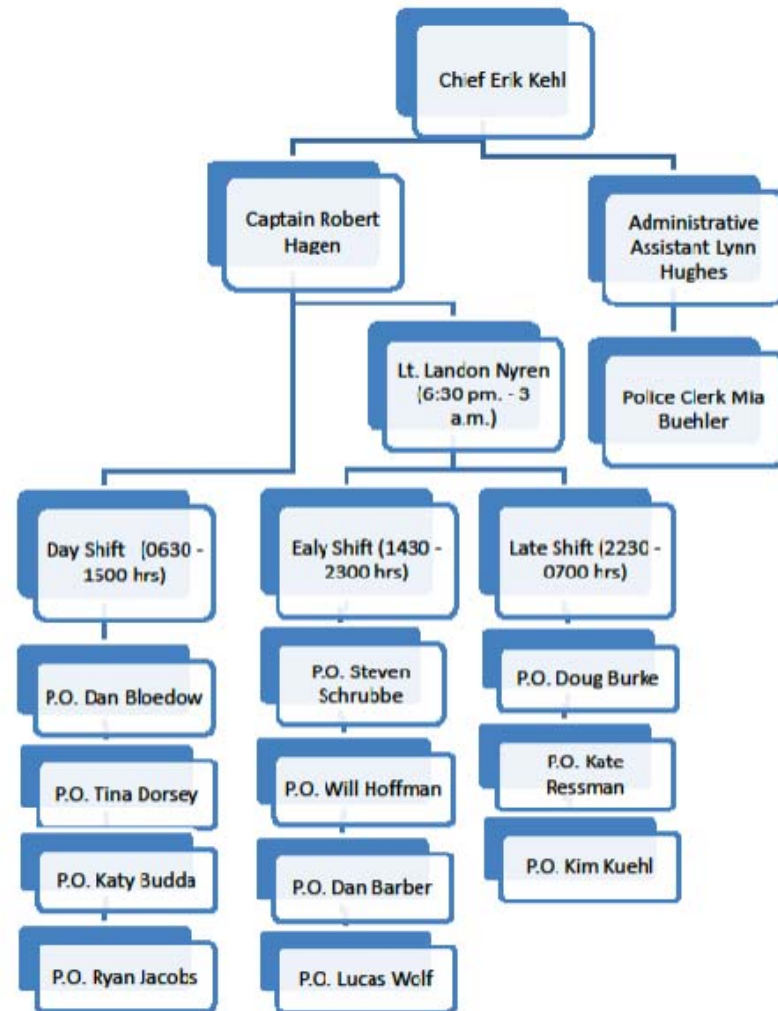
Per request of additional staff positions in
2017 CY Budget



City of Delafield Police Staffing

- 16 FTE's
- 14 Sworn FTE's
 - 1 Chief
 - 1 Captain
 - 1 Lieutenant
 - 11 Patrol Officers
- 2 FTE Police Clerks
- 24/7/365 service
- Minimum Staffing:
 - 1 Officer per shift
 - Ideal =/> 2 members / shift
 - Includes Chief, Capt. And Lt.

City of Delafield Police Department Organizational Chart



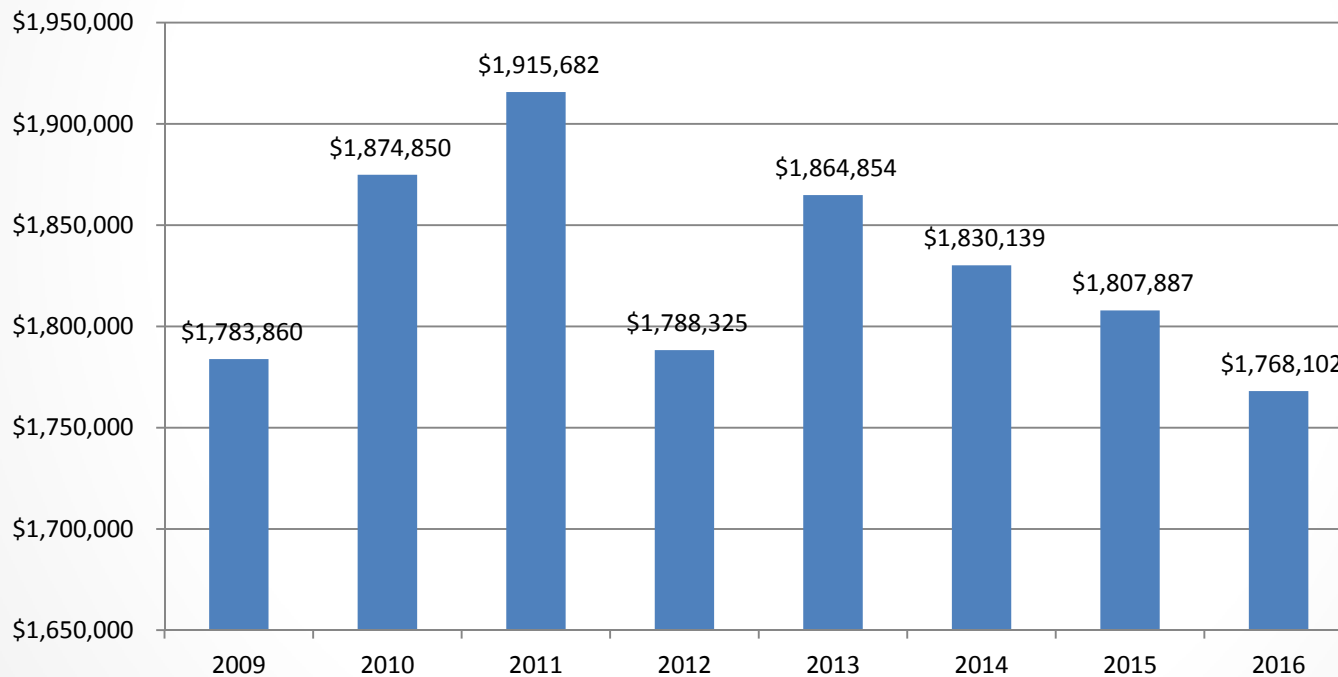
City of Delafield Police Staffing

- Illustration of Staffing difficulties:

CITY OF DELAFIELD POLICE																																
FEBRUARY 2016 MONTH		HOLIDAY: Washington's Birthday, 02/15/16 Non-union: None MUNICIPAL COURT: 02/08/16													V-Vacation Day T-Training Day OC-Off Comp S-Sick Day FLX-Flex Day			FH-Floating Holiday TRV-Travel DI-Duty Injury LD-Light Duty LV-Unpaid Leave			FL-Funeral Leave R-Range OT-Overtime FM- Fed Med Leave XTC-Trng Comp Off-Day											
APPROVAL DATE		PayDay																														
Name	Day	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	T	S	S	M	T	W	T	F	S	S	M		
Date		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29		
CHIEF E. KEHL							X	X	T	T	T	OC	OC	X	X	OC	OC	OC				X	X					4 OC	X	X	F	
Supervisor 1100 - 1900																																
CAPT. R. HAGEN	2				1		X	X	T	T	T	1		X	X	4 OC	1					X	X	OC				OC	X	X	T	
1st Shift 0630-1500																																
OFF. D. BLOEDOW				X	X					X	X	T				XT	X					OC	X	X		S			X	X	E	
OFF. T. DORSEY					X	X					X	X			V		X	X					X	XT	T	T		OC	X	X		
OFF. K. BUDDA	X	1030-1900					X	X						X	X	1030-1900				X	X	1030-1900				X	X				OC	B
OFF. K. KUEHL	X	FM	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	3	3	OC	3	X	X	3	3	3	1830-0300		
2nd Shift 1430-2300																																
OFF. R. JACOBS	V	X	X	V	V	MLO C	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	R		
OFF. S. SCHRUBBE	X/T	T				X	X					T	X	X	V	V	V	V	X	X	V	V			X	X						
OFF. W. HOFFMAN	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	U		
OFF. L. WOLF				X	X					X	X						X	X					X	X					1	X	X	
Supervisor 1830 - 0300																																
LT. L. NYREN	X/T	X/T	T	T	T	OC	X	X			2	2		X	X	2	2	2	2	X	X	V				X	X		TRV	T	A	
3rd Shift 2230-0700																																
OFF. D. BURKE		X	X					FH	X	X					X	X						X	X					X	X	V		
OFF. K. RESSMAN	2			X	X	2					X	X	2	2			X	X	2	2			X	X					X	X	R	
OFF. D. BARBER	X	1830-0300	1830-0300	2	2	X	X	T	T	1830-0300	2	X	X	2	2	2	2	X	X	2	2	2	2	2	X	XT	2	2	2	X		
Police Clerks																																
L. HUGHES						X	X							X	X							X	X	S					X	X	Y	
M. BUEHLER						X	X							X	X							X	X					X	X			
02/11/16	SCIT	DAB/SAS														2/1-2/5/16	LPO	LCN	Prairie du Chien				2/21	Shop w/ Cops Bowling Tourney 1000-1330								
02/15/16	SCIT Sniper	DAB														02/01 & 02	SCIT	SAS				2/27	St Joan of Arc Frostbite 5K 1030 - 1230									
	SCIT CNT														2/7 - 10/16	WPCA Conf	EPK/RJH WI DELLS			**	2/7	2/10 PAYROLL DUE **										
2/8-2/9/16	In Service	DPB13	WCTC	2/29-3/4	FBI LEEDA	RJH	La Crosse																									

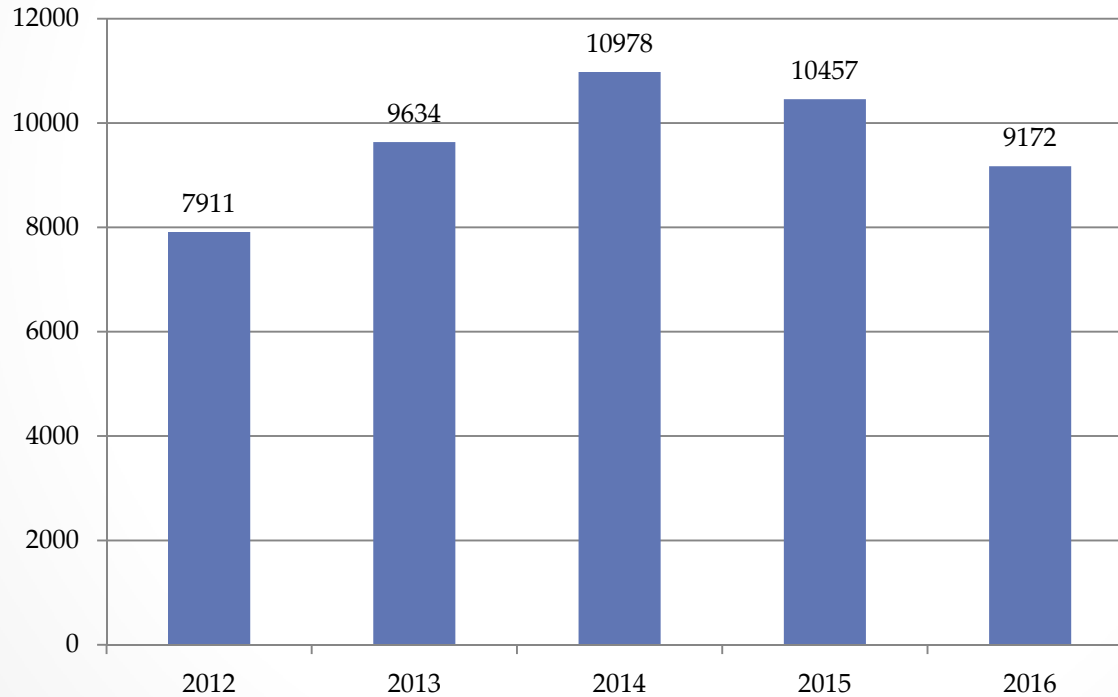
City of Delafield Police Staffing

- Funding
 - Payroll/benefits only



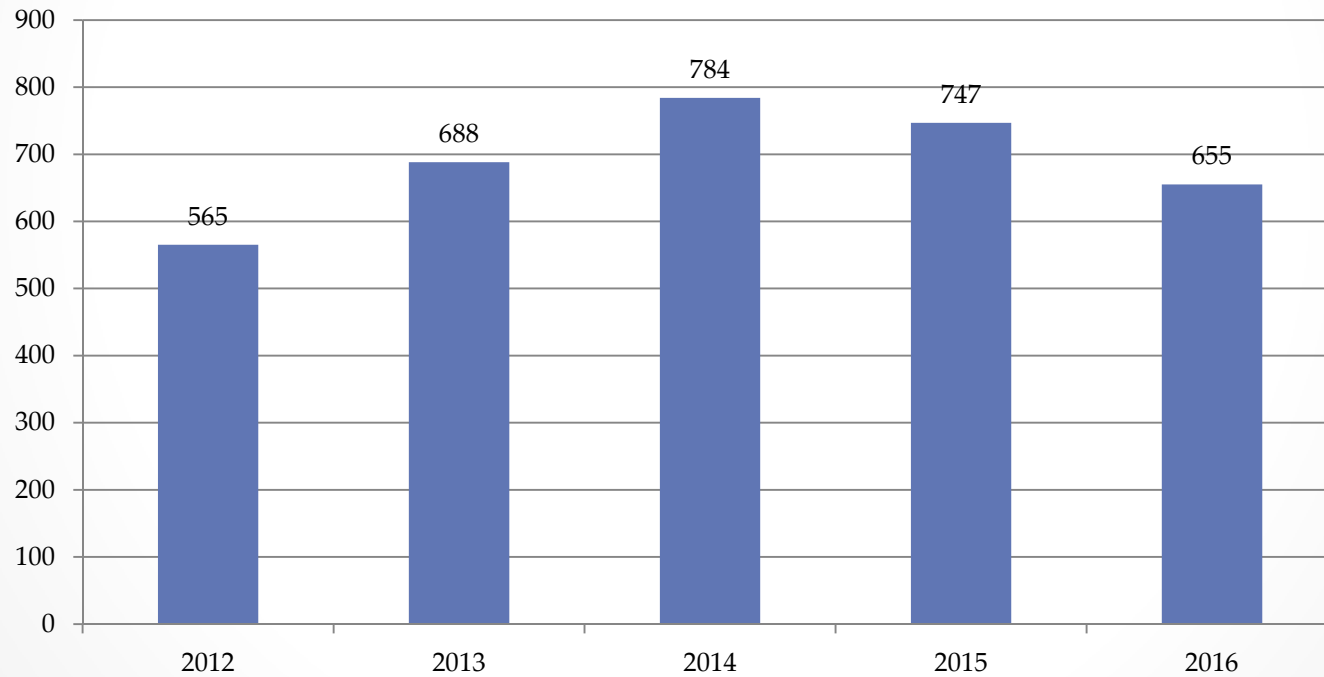
City of Delafield Police Staffing

- Activity:
 - Total Calls for Service as of end of day on 09/30/2016



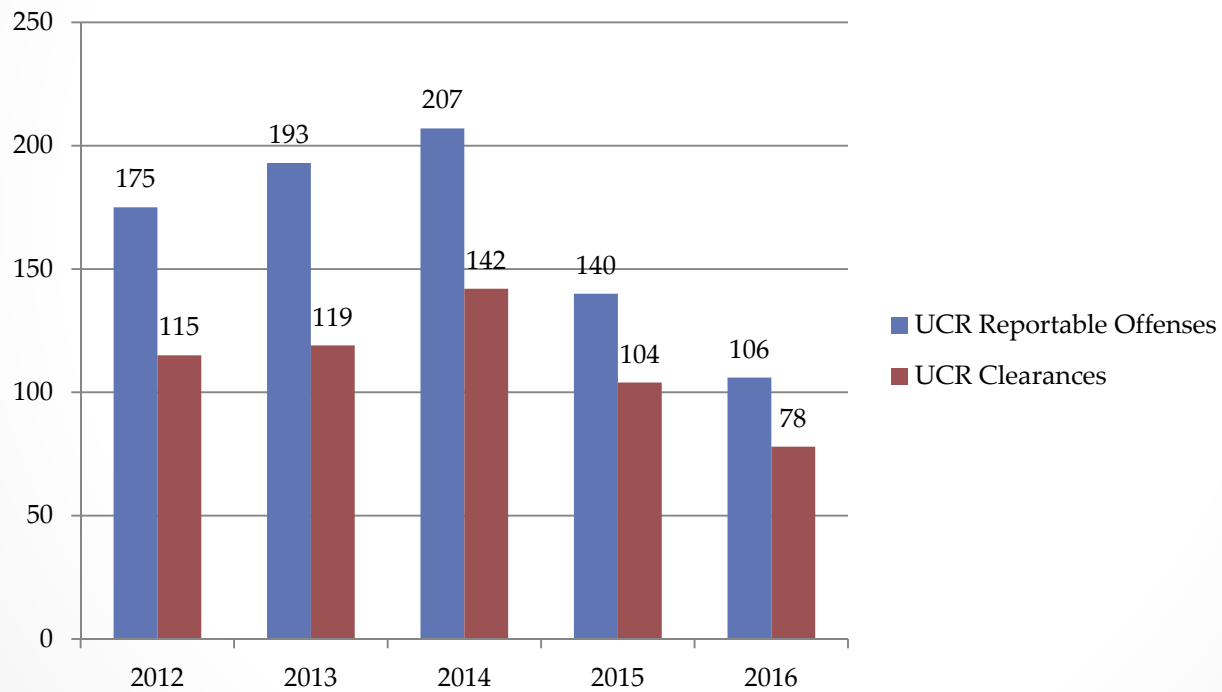
City of Delafield Police Staffing

- Activity:
 - Total Calls for Service per Officer at of end of day on 09/30/2016



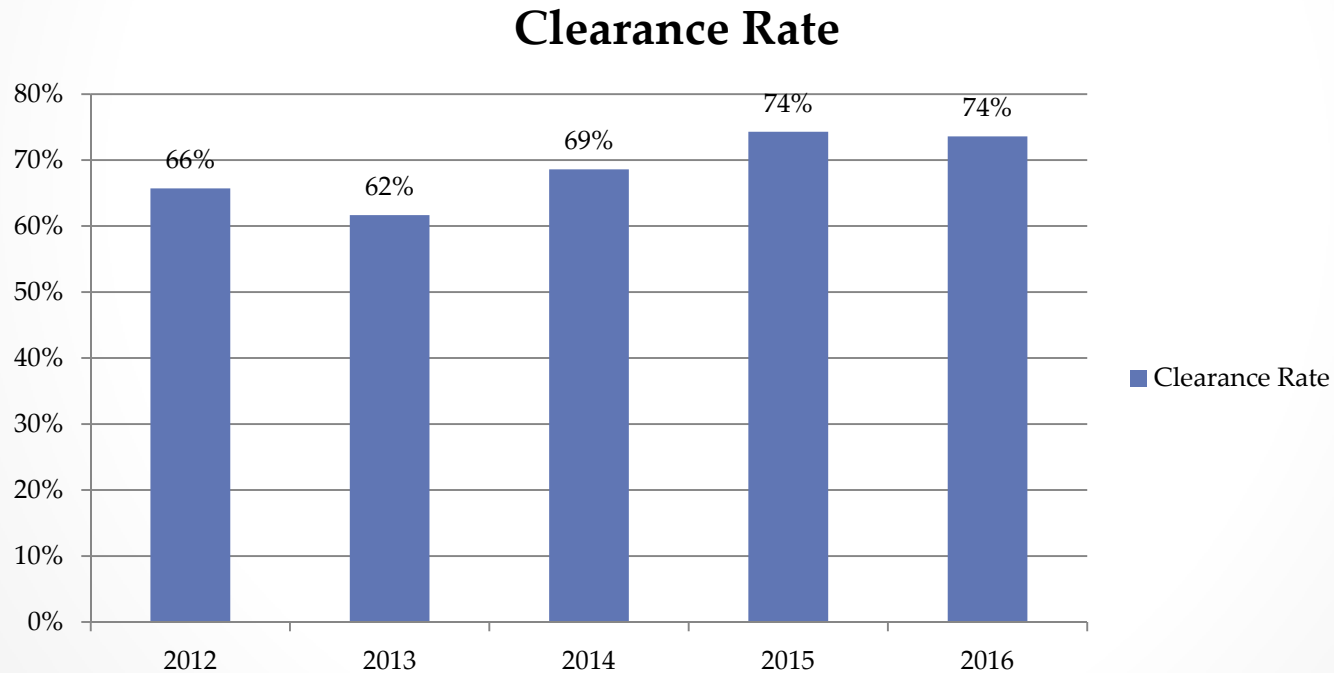
City of Delafield Police Staffing

- Uniform Crime Reports
 - As of end of 09/30/2016



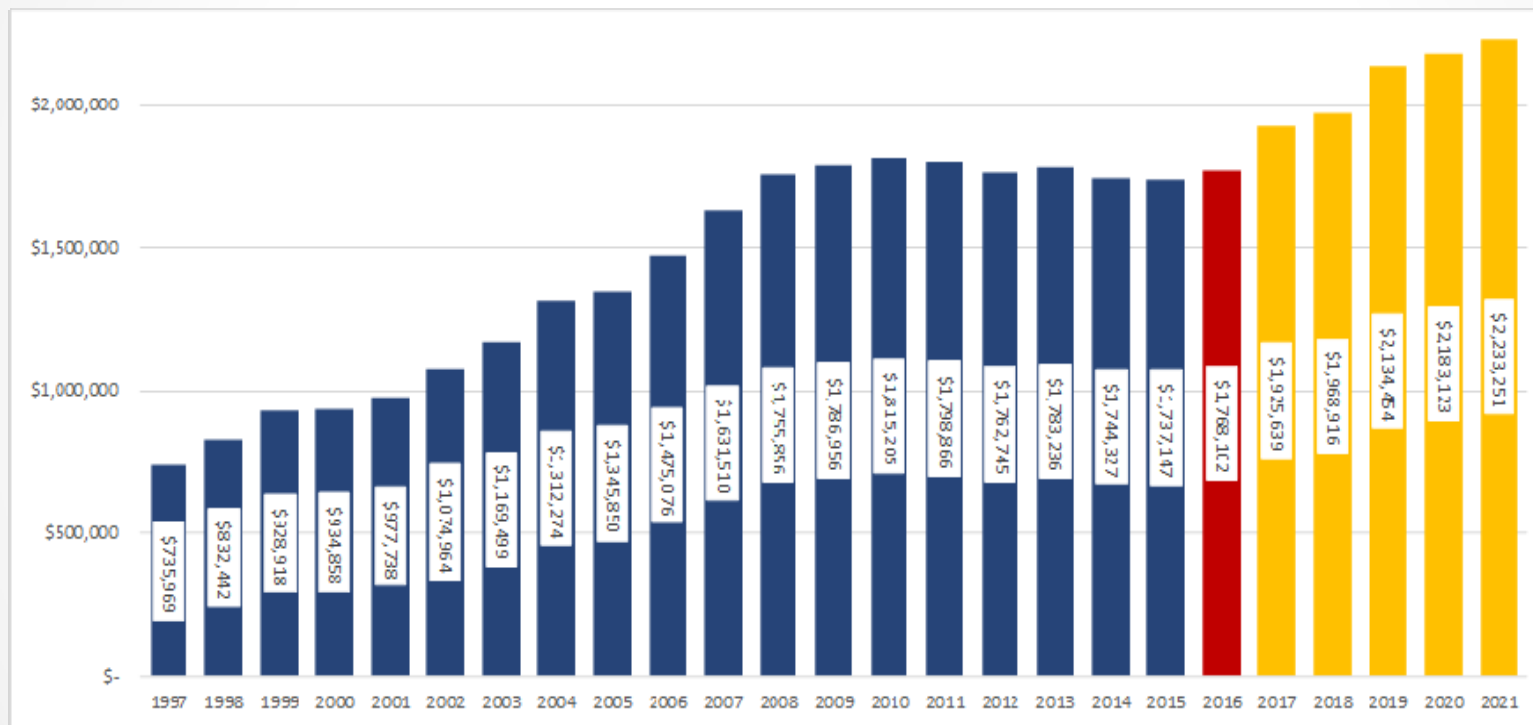
City of Delafield Police Staffing

- UCR Clearance Rates
 - As of end of 09/30/2016



City of Delafield Police Staffing

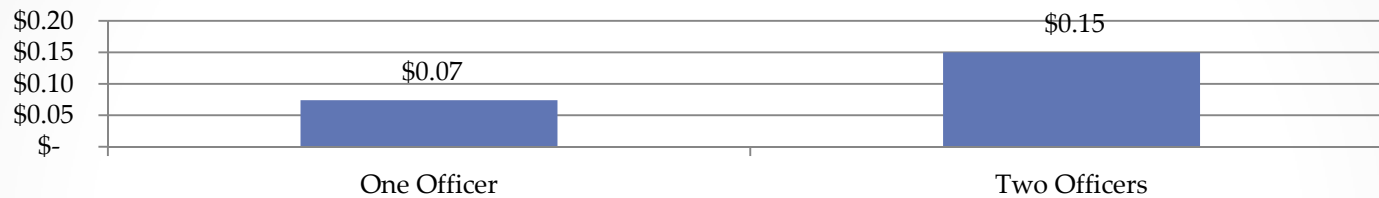
- Budget Impact, Historical, Current and Projected
 - Adding two additional positions in 2017 (personnel only)



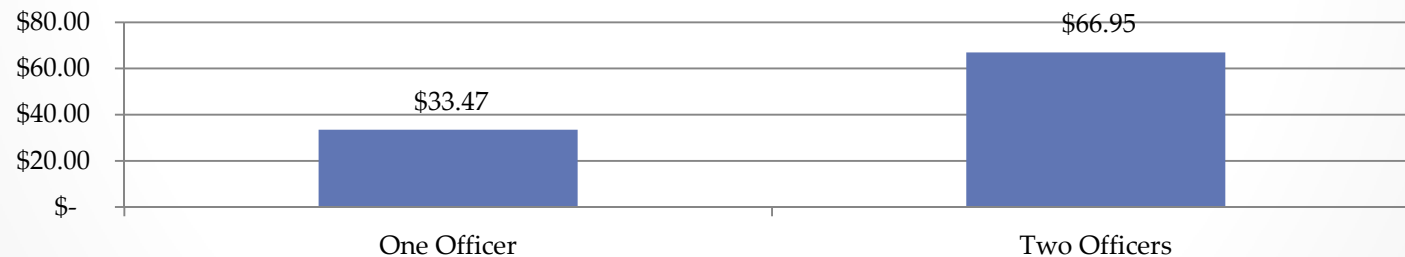
City of Delafield Police Staffing

- Financial Impact:

- Change in Mill Rate



- Increase in Tax Levy

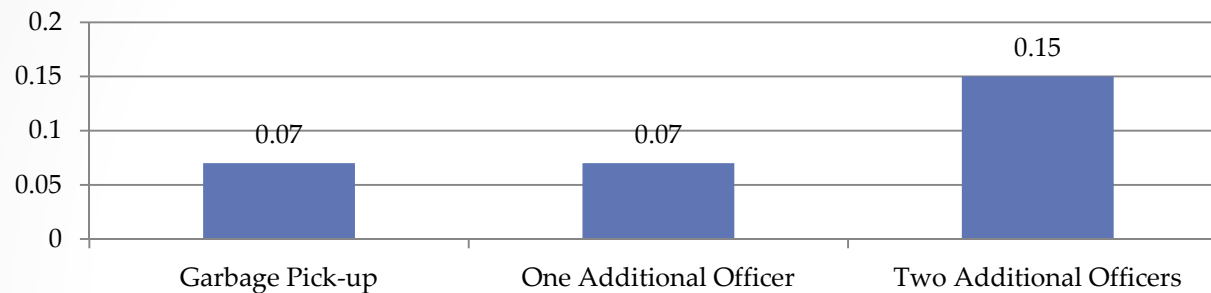


- Tax levy increase based on a property worth \$450,000

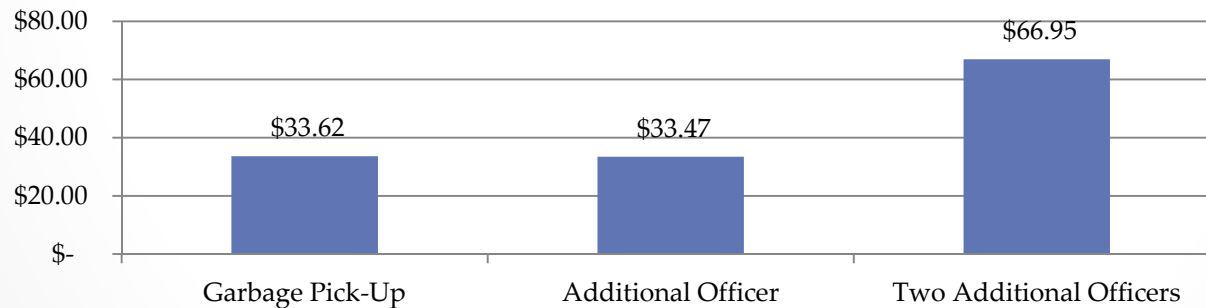
City of Delafield Police Staffing

- Historical Comparison

- Mill rate change, additional Officer(s) v Garbage Pick Up



- Increase in Tax Levy, additional Officer(s) v Garbage Pick Up



- Tax levy increase based on a property worth \$450,000

City of Delafield Police Staffing

- Affect on Scheduling
 - One Additional Officer

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CHIEF E. KEHL						X	X	T	T	T	OC	OC	X	X	OC	OC	OC				X	X					4 OC	X	X	F			
Supervisor 1100 - 1900																																	
CAPT. R. HAGEN		2			1		X	X	T	T	T	1		X	X	4 OC	1				X	X	OC				OC	X	X	T	E		
1st Shift 0630-1500																																	
OFF. D. BLOEDOW				X	X				X	X	T				XT	X					OC	X	X		S			X	X	B			
OFF. T. DORSEY					X	X				X	X				V		X	X				X	X/T	T	T		OC	X	X	R			
OFF. K. BUDDA		X	1030-1900				X	X					X	X	1030-1900					X	X	1030-1900				X	X			OC	U		
OFF. K. KUEHL		X	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	3	3	OC	3	X	X	3	3	3	1830-0300	A		
2nd Shift 1430-2300																																	
OFF. R. JACOBS		V	X	X	V	V	MLAOC	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	R		
OFF. S. SCHRUBBE		X/T	T				X	X				T	X	X	V	V	V	V	X	X	V	V			X	X				Y			
OFF. W. HOFFMAN		X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	R		
OFF. L. WOLF					X	X					X	X					X	X					X	X					1	X	X	Y	
Supervisor 1830 - 0300																																	
LT. L. NYREN		X/T	X/T	T	T	T	OC	X	X		2	2		X	X	2	2	2	2	2	X	X	V				X	X		TRV	T	A	
OFFICER Y		2	2	2	X	X	2				X	X	2	2	2	2	X	X	2	2	2	2	X	X	2	2	2	2	X	X	R		
3rd Shift 2230-0700																																	
OFF. D. BURKE			X	X					FH	X	X				X	X						X	X				X	X		V	Y		
OFF. K. RESSMAN					X	X					X	X					X	X					X	X				X	X		X	X	R
OFF. D. BARBER		X			2	2	X	X	T	T			X	X					X	X					X	X/T				X	Y		
Police Clerks																																	
L. HUGHES							X	X							X	X							X	X	S					X	X	Y	
M. BUEHLER							X	X							X	X							X	X						X	X	Y	
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City of Delafield Police Staffing

- Affect on Scheduling
 - Two additional Officers

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CHIEF E. KEHL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	F
DAY POWER 1100 - 1900																														
CAPT. R. HAGEN	2					X	X	T	T	T	1		X	X	4 OC					X	X	OC		1		OC	X	X	T	
OFFICER Z				1	X	X				1	X	X		1		1	X	X		1	1	X	X	1			1	X		
1st Shift 0630-1500																														
OFF. D. BLOEDOW			X	X				X	X	T				X/T	X				OC	X	X		S			X	X		E	
OFF. T. DORSEY				X	X				X	X			V		X	X				X	X/T	T	T		OC	X	X			
OFF. K. BUDDA	X	1030-1900				X	X						X	X	1030-1900				X	X	1030-1900			X	X			OC	B	
OFF. K. KUEHL	X	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	FM	FM	FM	FM	X	X	3	3	OC	3	X	X	3	3	3	1830-0300	
2nd Shift 1430-2300																														
OFF. R. JACOBS	V	X	X	V	V	ML/OC	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	ML	ML	X	X	ML	ML	R
OFF. S. SCHRUBBE	X/T	T				X	X							V	V			X	X	V	V			X	X					
OFF. W. HOFFMAN	X	X	LD	LD	LD	LD	X	X	LD	LD	LD	X	X	LD	LD	LD	X	X	LD	LD	LD	LD	LD	LD	X	X	LD	LD	LD	U
OFF. L. WOLF				X	X					X	X					X	X					X	X				1	X	X	
LATE POWER 1830 - 0300																														
LT. L. NYREN	X/T	X/T	T	T	T	OC	X	X		2	2		X	X	2	2	2	2	X	X	V				X	X		TRV	T	A
OFFICER Y				X	X					X	X				X	X						X	X				X	X		
3rd Shift 2230-0700																														
OFF. D. BURKE		X	X				FH	X	X					X	X					X	X					X	X	V		
OFF. K. RESSMAN	2			X	X					X	X				X	X					X	X					X	X		R
OFF. D. BARBER	X			2	2	X	X	T	T		2	X	X		2	2	X	X	2	2	2	2	X	X/T			2	X		
Police Clerks																														
L. HUGHES						X	X						X	X						X	X	S					X	X		Y
M. BUEHLER						X	X						X	X						X	X						X	X		

City of Delafield Police Staffing

- Workload Analysis
 - Patrol only, not including Chief, Captain or Lieutenant

Obligated Time Activities					
Category	2014 Activities	2015 Activities	Average Activities	AVG Time (Hours)	Total Time
Accident	366	342	354	1	354
Assault/Fight	127	80	103.5	0.75	77.625
Death Invest	5	11	8	4	32
Drugs	62	49	55.5	0.75	41.625
Emergency Detentions	23	34	28.5	3	85.5
Fire/Rescue	478	467	472.5	0.25	118.125
General Service Calls	5321	5801	5561	0.5	2780.5
Non UCR Property	171	244	207.5	0.5	103.75
OWI Arrests	31	44	37.5	1.5	56.25
Sex Crimes	10	10	10	1.5	15
Tech Crime	7	4	5.5	1.5	8.25
Traffic	3833	2928	3380.5	0.3	1014.15
UCR Prop	278	210	244	1.5	366
Warrant/Court Order Vio	118	78	98	1	98
Total:	10830	10302			5150.775

City of Delafield Police Staffing

- Workload Analysis Outcome
 - Patrol only, not including Chief, Captain or Lieutenant

Total Staff			
TUT/Hr	On Duty Per Shift	Staff Per Shift	Total Staff (3 Shifts)
45	7	12	36
30	3	6	18
15	2	4	12

- TUT = Total Unobligated Time: minutes/hour
- Current Patrol only staffing =
 - 11 Total Patrol Officers
 - Staffing, at least 1 Officer per shift (try to maintain 2/shift)

City of Delafield Police Staffing

- UW Oshkosh study
 - 7 FTE disparity between DCP and comparable communities:
 - 4.6 FTE Sworn
 - 2.3 FTE Civilian (pg. 17)
 - Impressive Efficiency
 - Community Oriented strategies
 - Community interaction/outreach
 - Lake Patrol (pg. 18)
 - UCR Clearances
 - 2014 = 68%
 - 2015 = 74%
 - ICMA Avg. = 48.7% (pg. 18)
 - 2/3 increase would make staffing consistent with comparable communities
 - 7.3 FTE Patrol
 - 9.3 all Sworn positions (including Chief, Captain and Lieutenant)
 - Requesting additional funding to fill 2 FTE positions, 27% of Patrol recommendation (pg. 18)
 - Low Funding allocations
 - Recommendation: Alternative B = Increase Staffing to full needs, no decrease in services (pg. 19)

City of Delafield Police Staffing

- Recent additional services provided (Community Oriented Policing Strategies):
 - Vacation house checks
 - If notified, Officers physically check residences randomly while homeowners out of town
 - Business Walk-Through
 - Random foot patrol at retailers and other businesses to deter criminal activity
 - School Walk-Through/Other
 - Provide presence at local schools to enhance safety at those locations and develop relationships with staff and students
 - Presentations to staff on safety, i.e.: A.L.I.C.E.
 - Presentations to students and parents, i.e.: Internet Safety
 - Bank Walk-Through
 - Providing a presence to deter criminal activity
 - Community Events
 - Community Fest
 - National Night Out
 - Internships
 - Average 2/year, either through WCTC or a 4 year College (UW-W/Carroll)
 - Prescription drug drop box
 - Meetings with Chamber of Commerce and other community organizations
 - Anonymous Controlled Substance Disposal
 - Training Hosted
 - As often as practicable from outside vendors to any agency interested in sending a member, for reduced rates for our members to attend
 - Boat Patrol
 - Primary boating season in 2016 (Memorial Day – Labor Day)
 - 2016 - 348.5 hrs on lake (not including boat maintenance, records and/or travel to/from boathouse)
 - 2015 – 246 hrs on lake (wet August)

City of Delafield Police Staffing

- Benefits
 - Additional coverage
 - More Officers able to respond to calls decreases the response time for calls for service
 - Ability to increase directed patrol to address citizen complaints (Traffic)
 - More of the above/more frequent rate
 - Able to increase frequency and rate of house checks, business/school/bank foot patrols
 - Officer Safety
 - More consistent, reliable response by back up Officers trained and held accountable by Delafield department policies/procedures
 - Detective Position
 - Potential to create a Detective position in near future to increase the efficiency in complicated investigations and help dealing with case management and UCR/IBR reporting procedures