



POLICE DEPARTMENT

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RUSSELL P. JACK

Chief of Police

October 15, 2019

Alderman Joe Pieper
Finance Committee
201 Delafield Street
Waukesha, WI 53188

Subject: Police Department Quarterly Overtime Report

Dear Chairman Pieper:

The members of the Finance Committee have requested quarterly updates regarding the Department's overtime expenditures. The daily operations of the Police Department budget are designed to minimize overtime while maintaining minimum staffing levels. A significant portion of our overtime is the result of minimum staffing.

The staffing levels have been reevaluated and are deemed necessary to maintain the safety of the citizens of Waukesha and the officers. The shortages are mainly caused by necessary events due to state law, federal law and contractual language. These include but are not limited to the Family Medical Leave Act, military leave and sick leave.

Following are the overtime budgets in the Police Department, along with a description of the overtime usage in the various divisions.

| <u>Division (ORG)</u> | <u>Description</u> |
|-------------------------|---|
| Clerical (2112) | This overtime account is for clerical assistants to type reports on overtime when necessary. |
| Patrol (2130) | The main duties that encumber overtime are: shift shortages, priority 1 reports, late calls that extend past shift, courtroom appearances, and Tactical Unit responses. |
| CID (2140) | The main duties that encumber overtime are: priority 1 reports, investigations that extend past duty shift, and courtroom appearances. |
| Support Services (2150) | The main duties that encumber overtime are: callback for processing major crime scenes, investigations that extend past duty shift, and courtroom appearances. |



Dispatch (2151) The duties that encumber overtime are: shift shortages and communications training officer (CTO) responsibilities.

Support Maint. (2152) This overtime is for our maintenance person to conduct necessary building repairs and remove snow outside of his normal duty hours.

The below chart shows the overtime numbers in each of the divisions as compared to the budgeted amounts, as well as a comparison to last year's overtime amounts.

| Division | Actual '19 | Budget '19 | Actual '18 | Budget '18 |
|------------------|------------|------------|------------|------------|
| Clerical | \$3,957 | \$4,000 | \$2,290 | \$1,000 |
| Patrol | \$174,076 | \$363,000 | \$270,835 | \$363,000 |
| CID | \$79,917 | \$80,000 | \$96,157 | \$80,000 |
| Support Services | \$5,660 | \$15,000 | \$14,151 | \$11,694 |
| Dispatch | \$70,802 | \$60,000 | \$79,066 | \$50,000 |
| Support Maint. | \$1,888 | \$4,250 | \$3,881 | \$4,250 |

Numbers were received from Finance Director Abbott on October 10, 2019.

Overall, the 2019 total overtime is within budget. Dispatch overtime is slightly over budget due to a resignation and a retirement. Their replacements were hired, but do not count toward shift staffing yet. One of the replacements is projected to count toward minimum staffing within one week.

CID (Detective Bureau) is almost at the 2019 budgeted amount. We are incurring a significant amount of overtime for the current homicide investigation.

We will continue to monitor overtime, implement creative strategies to reduce overtime, and evaluate staffing levels to minimize overtime throughout the Department.

If you have any additional questions or concerns regarding this matter, please feel free to contact me at (262) 524-3761.

Sincerely,



Russell P. Jack
Chief of Police
Waukesha Police Department

