

DODGEVILLE POLICE DEPARTMENT

111 W. Merrimac
Dodgeville, WI 53533

Telephone: 608-935-3238
Fax: 608-935-9655

Chief of Police Brandon Wilhelm

September 29th, 2026

City of Dodgeville Finance Committee
100 E. Fountain St. Dodgeville, WI 53533

Subject: Chief of Police Compensation and Officer Retention Funding

Dear Members of the Finance Committee:

Similar to my request for the 2026 budget year, I am writing to formally request that the Chief of Police position receive a zero percent pay increase for the 2027 budget year pursuant to the cost-of-living increase being considered for City employees.

I believe my current compensation is fair and adequate, and I am comfortable foregoing the standard cost-of-living adjustment. I strongly believe that, given the City's current financial priorities, additional compensation resources should be focused on our frontline and operational staff. Continued investment in these employees is essential to attracting and retaining the talented individuals who provide the services our community depends upon.

While I am willing to forgo a cost-of-living increase, I do believe compensation should, when appropriate, reflect performance and responsibilities. Therefore, should the City determine through a formal performance review that an adjustment to my compensation is warranted based upon performance and measurable contributions, I would be supportive of considering such an increase.

Additionally, as part of our effort to recruit certified police officers to fill a vacant position in 2026, the Common Council and Finance Committee approved a hiring incentive of up to \$7,500. While I believe this incentive may be a valuable recruitment tool in future hiring processes, it unfortunately has not been utilized during the current hiring process, as there are no certified applicants presently in the process. As a result, the City will not utilize these funds for recruitment during 2026. I am therefore proposing that the \$7,500 originally designated for the hiring incentive be redirected toward retention of our current sworn personnel. Specifically, I would recommend that these funds be distributed among the seven current non-probationary Police Officers and the Police Lieutenant, while excluding the Chief of Police.

This would provide approximately \$937.50 per eligible employee. I believe this represents a meaningful investment in the employees who are currently serving the community and recognizes the importance of retaining personnel in whom the City has already invested substantial time, training, and resources.

Recruitment and retention are closely connected. While incentives can assist us in attracting qualified candidates, retaining experienced personnel is equally important. Maintaining a stable

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and experienced workforce reduces turnover, preserves institutional knowledge, and helps ensure that we continue providing the level of service our community expects.

I respectfully ask the Finance Committee to consider both of these requests as part of the 2027 budget process. I believe these proposals demonstrate a responsible approach to compensation while prioritizing the employees who are directly responsible for delivering essential services to the residents of Dodgeville.

Thank you for your continued dedication to the City of Dodgeville. Your voluntary service, thoughtful consideration, and commitment to our community are sincerely appreciated.

Chief of Police

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