

**Dodgeville Police  
Department**

# Memo

**To:** Finance Committee  
**From:** Brandon Wilhelm  
**cc:** Mayor Barry Hottman  
**Date:** 03-06-2026  
**Re:** Officer Hiring Request 2026

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In November, 2025 Officer Nathan Birdsill resigned from the Dodgeville Police Department.

We have received approval to fill this position and have been attempting to do so since that time.

In conducting the hiring process, we have two viable candidates. Both of these candidates will require hiring prior to their enrollment in the 18-week (720 hour) Law Enforcement Academy. Currently, the next opportunity for this academy is in June in Madison.

Following the academy, the candidate(s) would have at least 8 weeks of field training before they are placed into service. This puts the likely start date near the end of 2026.

I am asking that we explore the possibility to put both recruits through the academy utilizing at least some of the budgeted salary saved this fiscal year from being down one officer. There are various options to do so as:

- Both Officers would be full-time at the conclusion of training

- One Officer would be full-time following field training and one would be part-time. If a position then opens in the interim- the part-time Officer would be placed into full-time status

My concern currently is that should we only hire one officer and place the time and financial resources into their training, if we were to have another Officer leave, we would be starting from

the beginning all over with another drawn out hiring process. This would likely create a situation where Officers are ordered for overtime to cover even the bare minimum shifts and would likely be denied time off requests. This would likely perpetuate and exacerbate these circumstances. Yearly turnover of at least one officer on average is common. A likelihood for turnover is evidenced by the following resignations/retirements in the past ten years:

1 in 2016

3 in 2017

2 in 2019

2 in 2023

1 in 2024

1 in 2025

I understand that there has been carryover in years past associated with the Department budget and I am unclear how, or if, those funds could be utilized to help supplement this or if other options may exist. I am looking for your input and guidance on potential next steps.

I plan to be at the Finance Committee meeting on 03-10-2026 to answer questions and provide statistics as needed. If you have any specific questions you would like me to address please reach out prior to the meeting so that I can prepare any necessary materials.

Thank you for your consideration!

Chief Wilhelm