

KPD Staffing 2025

Officers per 1000 Citizens

Police staffing levels are often viewed in terms of the number of full-time officers per 1000 residents. With our current staffing level of ten full-time officers, we have a ratio of full-time officers per 1000 citizens that is significantly lower than area levels.

As you see, not including KPD, the lowest officers/1000 ratio for Marathon County area 24/7 departments are 1.58. One other thing to keep in mind about Mountain Bay PD's ratio is if you combine the old Everest Metro and Rothschild PD's pre-merger total officers, it would be 42 officers.

Mosinee PD is also asking for an 11th full time officer in 2026, which would push their ratio even higher (2.4). We have roughly double their population and six times more geographical jurisdiction to cover, but the same number of full-time officers.

Jan 2025 WI DOA Population Estimates

AGENCY	POPULATION	FT OFFICERS	FT per 1000
Kronenwetter PD	8595	10	1.16
Wausau PD	40,415	81	2.00
Mountain Bay PD	24,571	39	1.58
Mosinee PD	4578	10	2.18
Colby-Abby	4385	9	2.06

Important Notes

*KPD would need to hire three new FT officers to come close to matching MBPD; however, we would still be the lowest ratio with only 1.51 officers/1000 residents.

*The 2025 DOA population estimate does not account for the proposed Glacier Meadow subdivision, with an approximate 100 homes. It also does not include the potential for new homes to be built on the 94 acres of FAA land that is up for sale. The combined population increase from these two would likely push the Village to at least 9000 residents, thus decreasing our FT officers/1000 residents to 1.11.

Part Time Officer Hours: We used to rely on part time officers as a cheap force multiplier, but that is no longer the case. The numbers below bear this out:

- Between 2010-2020, our part time program averaged 1743 hours per year.
- Between 2021- present, we are only averaging 227 part time hours per year.

There are a few reasons for this. First, when Officer Gary Anderson retired at the end of 2020, the program took a big hit. He was the cornerstone of that program, and not only did he work full time for Stevens Point PD, but he also put in many part time hours here.

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Moreover, young officers no longer need to cut their teeth on part time work because there are so many full-time openings that they go directly into the field via full time.

Generally, the part-time officers you see now have full-time jobs elsewhere. This is the case for us as well. With so many agencies facing staffing issues, these officers can work overtime at a much higher rate than they do here as a part time officer. However, the biggest factor is that they have full-time jobs and families; therefore, they don't have the time that young part-time officers do who don't have a family or full-time job.

Schedule Notations:

I did a review of the schedules from 2020 to present, and almost every year, we have some kind of extended absence that causes staffing issues. Anything from on or off duty injuries, extended illnesses of the employee or a family member, pregnancy, maternity and/or paternity leave, military leave, etc. are all examples of situations that throw a wrench in our schedule. All of this is not uncommon in any workplace, and we should have adequate staffing to cover these contingencies. When a department is already understaffed, these situations exacerbate the situation. This is particularly true of professions like ours that are 24/7 and must run continuous operations every day.

Soft Minimum Staffing: We have two patrol work rotations on 12-hour shifts that consist of one Sgt and three officers. When one person is off (vacation, sick, injury, family leave, etc.), that work rotation is down to soft minimum staffing. Soft minimum staffing gives us a day shift, afternoon shift, and night shift officer. That occurred 204 out of 365 days in 2024 and 243 out of 365 days in 2025!

Hard minimum staffing: This means we are down to just one day officer and one night officer. That's one officer on duty for the entire village over a 24-hour period. Officers make vacation requests at the beginning of the year and when previously approved PTO collides with light duty, paternity/maternity leave, administrative leave or sick time, we are at hard minimums (a day car and a night car). This happened about 32 times in 2024, and the number would be much higher, but some officers from the opposite work rotation graciously traded shifts when their rotation was full and reduced the number of hard minimum shifts on the other work team. In 2025, we're projected to be at a hard minimum 56 times and that will likely increase, as officers still have vacation to use.

Officer & citizen Safety: One of the biggest reasons to have adequate staffing is safety for both citizens and officers. Officers are much safer in pairs than they are alone, and we can't always count on Mosinee or even Mountain Bay because they could be tied up on their own calls. When we're shorthanded and our single officer is tied up on a call, that can leave the Village without an officer for hours.

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Rank	Call Type	Avg # Officer on Scene	Avg Time on Scene
1	Warrant Service	3.3	1 hour, 1 minute
2	Family Disturbance	2.48	1 Hour, 4 minutes
3	Juvenile Disturbance	2.43	41 minutes
4	Traffic Crash—injury	2.36	1 hour, 3 minutes
5	Alarms (general)	1.94	12 minutes
6	Welfare Check	1.70	39 minutes
7	Mental Health Subject	1.43	43 minutes
8	Traffic Crash—non injury	1.40	32 minutes
9	Criminal Miscellaneous	1.39	49 minutes
10	Suspicious Activity	1.35	21 minutes
11	Assist Fire Dept.	1.35	20 minutes
12	Fire or CO Alarm	1.88	20 minutes
13	Medical Emergency	1.29	25 minutes
14	Sexual Assault	1.25	1 hour, 32 minutes
15	Traffic Crash—hit & run	1.25	54 minutes

The chart above depicts the 15 call types that required the greatest number of officers on scene in 2024. This chart illustrates why adequate patrol staffing is so critical for officer and citizen safety.

Another important thing to keep in mind with this chart is the fact that the average time on scene does not include any additional follow up investigation, report or search warrant writing, evidence collection, video and document review or other miscellaneous tasks that are completed once the officer has cleared the initial scene.

Each year, we tackle labor-intensive investigations where a lot of time was spent *after* the officer(s) cleared the initial scene. During some of these, officers wrote search warrants (many for electronic devices) and reviewed thousands of text messages and other pieces of electronic data. These investigations can take anywhere from several weeks to many months to complete and in many cases, reports totaled anywhere from 30-96 pages!

This year, we had a sextortion investigation from March, an aggravated battery from June, and a death investigation from August that are still open and under investigation. The sextortion case was essentially a homicide, and the aggravated battery and death investigation were both to the degree that the investigation required them to be handled as if they were homicides. The amount of time we've spent on these three cases alone has been staggering. The time officers spend on scene is only the tip of the iceberg when it comes to the total time spent on investigations.