

**City of Watertown**  
**Department Proposal for Personnel Addition**

DUE: 06/02/2025

Budget Year: **2026**  
Department: Police  
Fund / Div / Dept [xx-xx-xx]: 01-52-11

Note: TAB through cells to enter data  
into blue cells.

Position Title: Patrol Officer  
Supervised by: Patrol Operations Sergeant  
FT or PT: FT  
If PT, # of hours/week:  
# of months: 12

Estimate of Add to Budget

The job description of a new position will be reviewed and classified a grade by an outside HR consultant. Utilizing the pay structure that exists in your department, estimate what you believe the assigned g/s will be.

Grade: Union Contract  
Step: Union Contract

Annual wage:	63,947	Use 2025 pay table rate
Required benefits:	9,304	
Est of ins premiums:	20,275	2025 premium rates
Compensation estimate:	93,526	

Add'l costs of hire: 9,995  
Savings due to hiring:  
**Total of Request: 103,521**

List: Uniform allowance, vest, handgun&holster, Taser, Boc  
Explain:

Rationale for Need: Explain why the position is necessary.

We have not added personnel to our patrol team of 24 officers in over twenty years. In those two decades, the non-patrol workload duties for each officer has easily tripled, meaning our officers spend much less time conducting routine patrol, instead completing mandatory computer entry and paperwork. In those twenty years, the danger to our officers has increased significantly as well, as we deal with more serious criminal matters and people. For instance, we had NEVER had an officer involved shooting until five years ago, and we have now had three in the past five years, the most recent in 2023. In order to provide more safety to our officers in the form of available back-up, and to provide more service to our community in the form of routine patrol, I would like to increase our patrol staff by about 20% until we can afford to increase our minimum staffing from three to four (33% increase). My hope is to spread that increase over 5 years, one officer added per year, beginning in 2025. I was not able to add an officer last year because of it being a zero-increase budget year, so I am asking for two this year.