

Department Proposal for Personnel Addition

TAB through cells to enter data in blue cells.

Hover over each cell to read comment on data entry format.

Budget Year: **2027**
 Department: Police
 Fund / Div / Dept [xx-xx-xx]: 01-52-11

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	
Pay Table Rate:	#N/A	Using the 2026 pay table rate
Annual wage:	66,531	
Required benefits:	9,880	SS/Med & WRS
Est of ins premiums:	25,020	2026 premium rates
Compensation estimate:	101,431	
Add'l costs of hire:	9,995	
Savings due to hiring:		
Total of Request:	111,426	

Uniform allowance, vest, hand gun & holster, taser,
 List: BWC, radio, Axon Evid License, etc

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 trippled, 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 six 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 several years, one officer added per year, beginning in 2025. I have not yet been able to add an officer, so I am again asking for two this year. Further, we are growing significantly as a city in our population, by adding new residential housing. To maintain the same ratio of officers per residents, we should add an officer every time we grow by approximately 500 residents.