



WATERTOWN POLICE DEPARTMENT

David Brower, Chief of Police

To: Finance Committee

From: Assistant Chief Ben Olsen

Date: Tuesday, June 18, 2024

Subject: Wage Study - Dispatch

Dear Members of the Finance Committee,

We are writing to seek your approval for conducting a wage study for our dispatch personnel. As you are aware, we are currently down two full-time dispatchers, which has resulted in an exorbitant amount of overtime for our existing staff. This situation is not sustainable in the long term and is impacting both our operational efficiency and employee well-being.

To address this issue, we propose to assess the pay rates for similar positions in our area. By doing so, we aim to determine if our current compensation packages are competitive and identify any discrepancies that may be affecting our recruitment efforts. A comprehensive wage study will provide us with the necessary insights to make informed decisions regarding salary adjustments and improve our ability to attract and retain qualified personnel.

We believe that this study is a crucial step towards ensuring the long-term stability and effectiveness of our dispatch team. Your support and approval for this initiative would be greatly appreciated.

Respectfully,

Ben Olsen
Assistant Chief