

- **Elimination of the vacant Police Sergeant position**

The Petersburg Police Department is currently budgeted for 9 sworn officers of which one of the positions is funded through 75% SEACAD grant and 25% Jail/DOC, and one vacancy (Sergeant position). This includes the Chief, Captain Holmgrain, Sgt. Thorsen, Open Sgt, 4 Officers and 1 SEACAD Officer. The Department utilizes a working schedule that provides coverage 24/7 with a minimum of 1 Officer, and a maximum of 2-3 sworn Officers on duty depending on the day of the week and time of day.

Officers are currently working 12 hour shifts to ensure there is 24/7 coverage in Petersburg. Currently the Department is working with one Officer per shift. This creates more callouts and overtime with shift coverage.

The elimination of the Police Sergeant position will provide an immediate savings of \$127,224.35 in salary and benefits, however some of this savings will be offset by Overtime costs. This could be mitigated by changes in the employee schedules and reductions in the number of sworn personnel on duty at one time. However, this can have detrimental effects on officer safety and response times to criminal acts and investigations. Fewer Officers also has an impact on employee morale, as scheduling for vacations, holidays, training and special events are impacted due to lack of coverage.

With the elimination of the Police Sergeant Position, the Petersburg Police Department will need to look at not providing the Petersburg Community with 24/7 Police coverage. If you choose this option, it could cause community condemnation if a Police Officer isn't on duty to respond at a moment's notice.

Haines and Cordova do not provide 24/7 on duty coverage. When fully staffed, Wrangell gets by with 7 Officers but must put officers on Standby/Callout status when factoring in vacations, sick days and training days. They have Officers on Standby/Callout status to respond to priority calls. If the call is non-priority it will be handled when the next Police Officer is scheduled on duty. When providing less than 24/7 coverage the Petersburg Borough will have to pay Officers Standby Wages which Haines currently pays Officers \$10.00 hour. If the Officer is called, the Officer receives overtime pay which is factored at time and a half. The departments I spoke with do not like having Officers on Standby/Callout status and would prefer enough Officers for 24/7 coverage. When understaffed departments work their employees too much or limit their family life by standby/callouts it effects the moral of the department and the life of the officer by making them choose between work or family. In turn, the negative moral of the Department and Officer's family life is reflected through the quality of service provided to the community. When properly staffed, the Officers and Department will provide outstanding service to the community and the positive moral within the department will be reflected through positive interactions and community involvement.

Department Comparisons:

Department	Sworn Officers (budgeted)
Petersburg	8 and 1 SEACAD
Wrangell	7
Haines	5
Cordova	6
Seward	10
Homer	12

One question/option, rather than filling the vacant sergeant position (\$127,224.35) could be to replace the open Sergeant position with an Officer (\$122,000.41). The estimated salary and benefits would roughly generate a savings of \$5,223.94. Both options have both pros and cons as outlined below.

Pros for the Lateral Police Sergeant Position:

- ✓ Increased depth of experience/knowledge within the Department.
- ✓ Petersburg Borough doesn't have to pay for a Police Academy with Alaska Certified Lateral Police Sergeant. Cost savings of \$11,000.00 for the Police Academy not including hourly wage and overtime while at the Academy roughly \$18,000.00 to \$20,000.00. Petersburg Borough would save approximately \$28,000.00 to \$31,000.00 by not having to send an officer to the police academy.
- ✓ Lateral Police Sergeant Non-Alaska Certified training would cost only \$2,970.00.
- ✓ Less overtime and callouts (2hr. Double-time) for current supervisors.
- ✓ Increased moral within the department by having adequate shift coverage.
- ✓ Better Officer safety by having shifts properly staffed.
- ✓ 24/7 coverage.
- ✓ Ability to mentor subordinates for future growth within the Police Department.

Pros for replacing the Sergeant with an Officer:

- ✓ Cost savings of \$5,223.94 a year.
- ✓ Still able to provide 24/7 Coverage.
- ✓ Properly staffed shifts for Officer Safety.

Cons for replacing the Sergeant with an Officer:

- ✓ Petersburg Borough would have to pay approximately \$28,000.00 to \$31,000.00 in training cost, salary (no benefits) to send a non-certified recruit to the police academy.
- ✓ Less years of Police knowledge/experience when making informed decisions.
- ✓ Increased callouts on involved cases.
- ✓ Increased callouts from junior Officer requesting guidance.
- ✓ Less mentoring and grooming of subordinates for future growth within the Police Department.