



Franklin Police Department

FY24 Operating Budget Presentation

Franklin Finance Committee

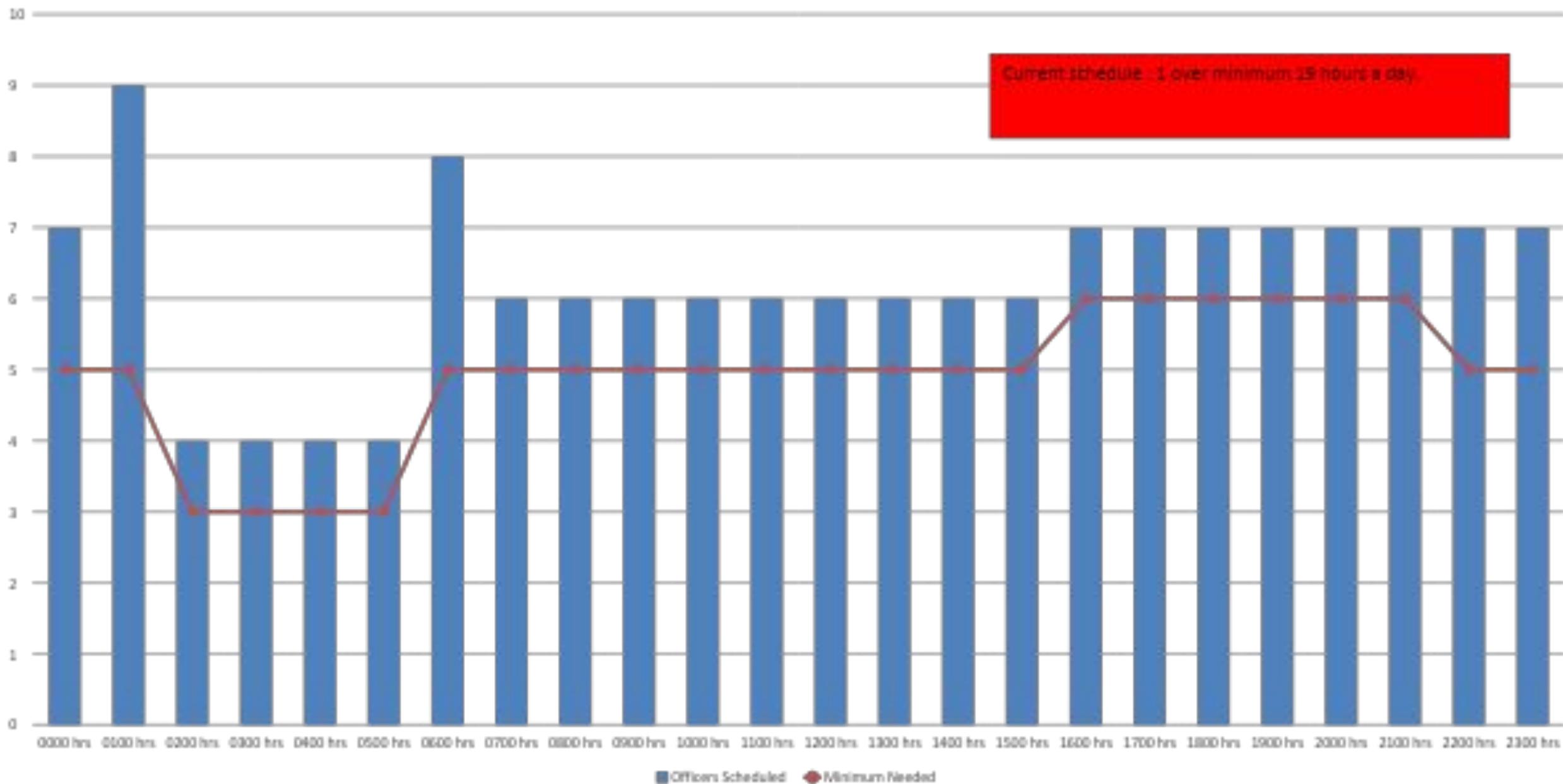
May 11, 2023

Operations Division – Patrol Officers

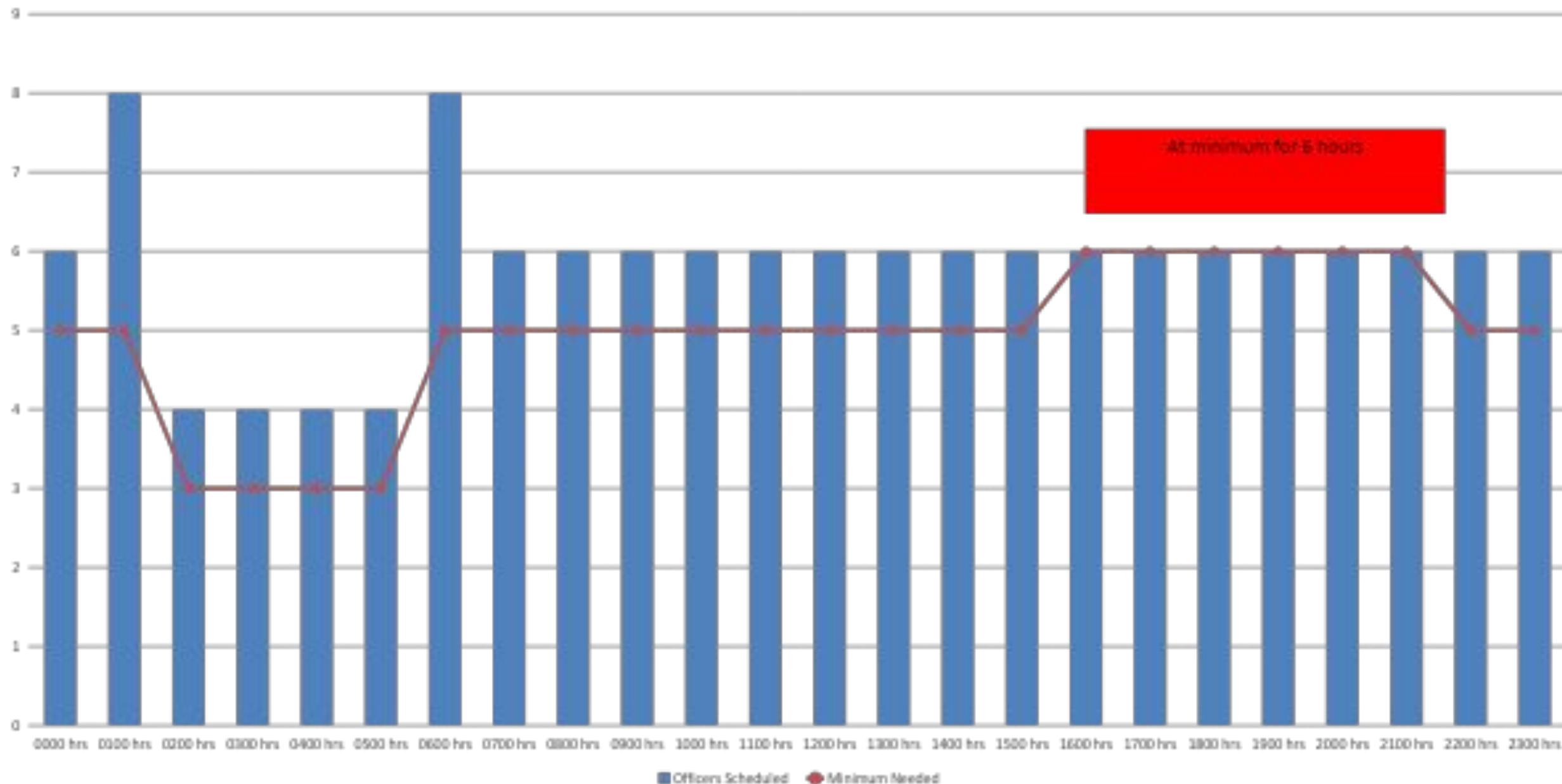
- 4 On / 4 Off Work Schedule
- 30 Total Patrol Officers
 - 15 on A Group
 - 15 on B Group
- 5 Shifts to maintain minimum staffing:
 - 6a – 4p (4 Officers per group)
 - 11a – 9p (2 Officers per group)
 - 4p-2a (5 Officers per group)
 - 9p-7a (2 Officers per group)
 - 1a-11a (2 Officers per group)

Current Schedule 30 Officers

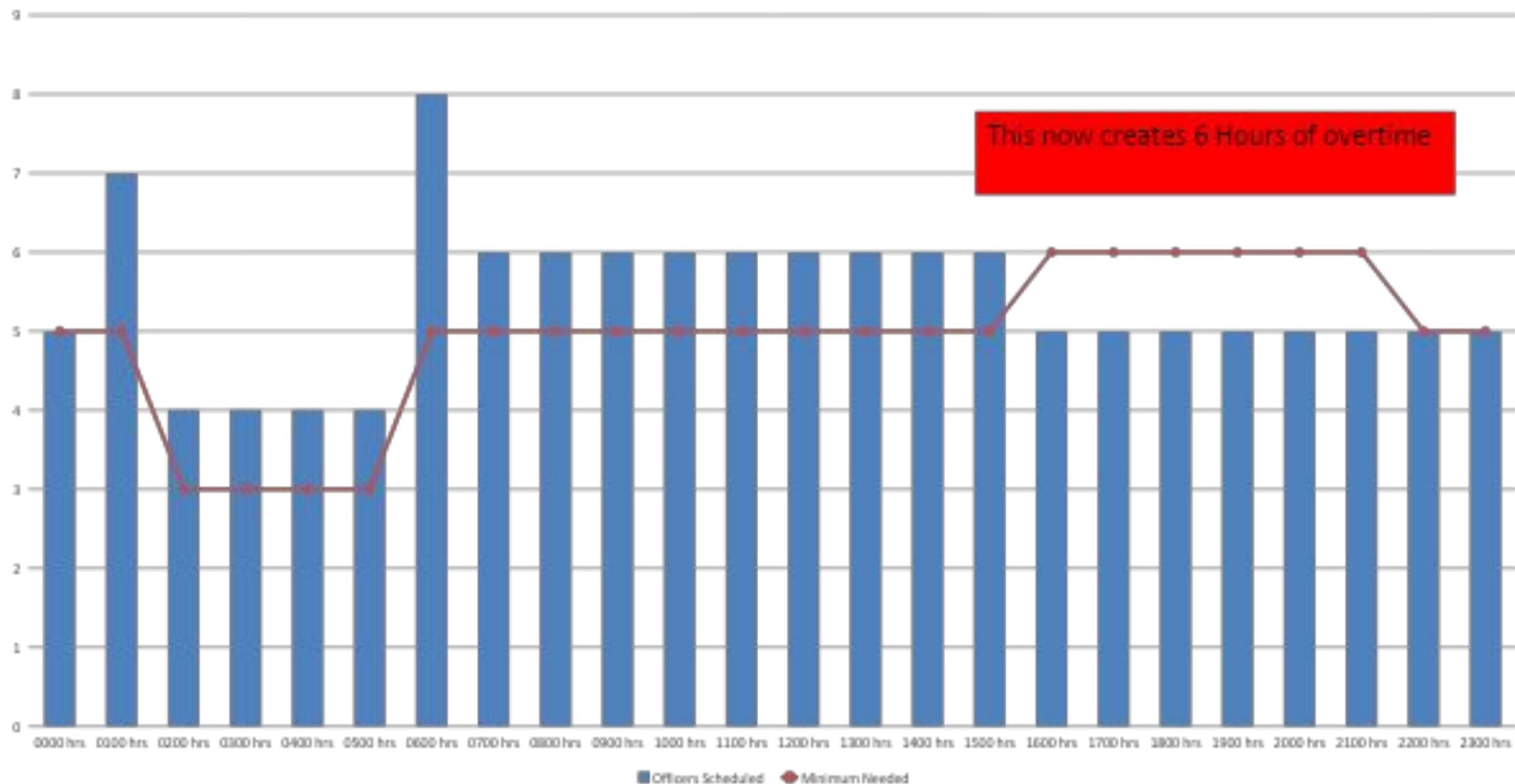
Current schedule: 1 over minimum 15 hours a day



Current Schedule (30 Officers)
Eliminate one 4p-2a Officer



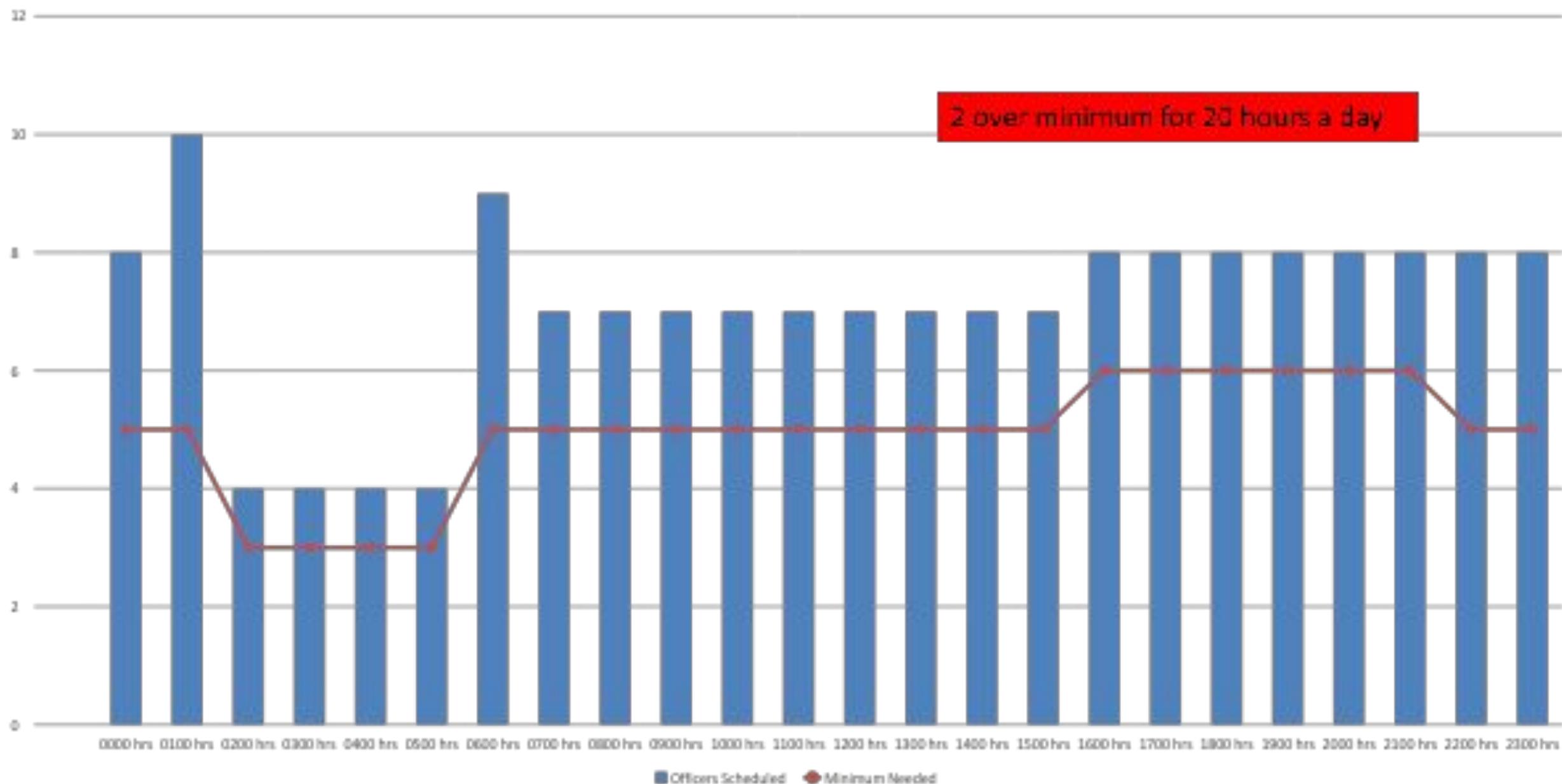
Current Schedule (30 Officers)
Eliminate two 4p-2a Officers



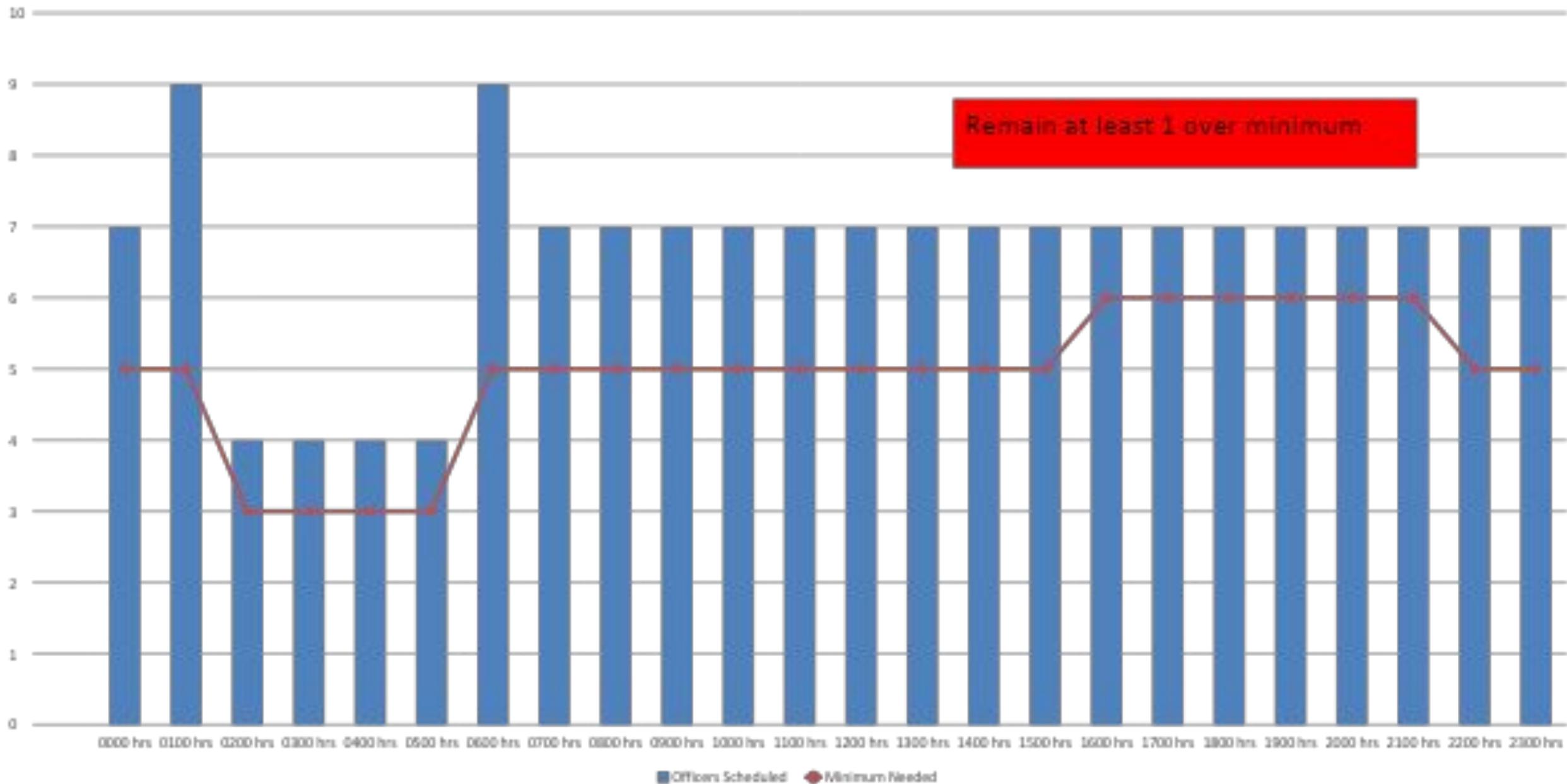
Adding 4 additional officers

- Add one officer to 4p-2a shift in each group
- Add one to the 6a-4p shift in each group

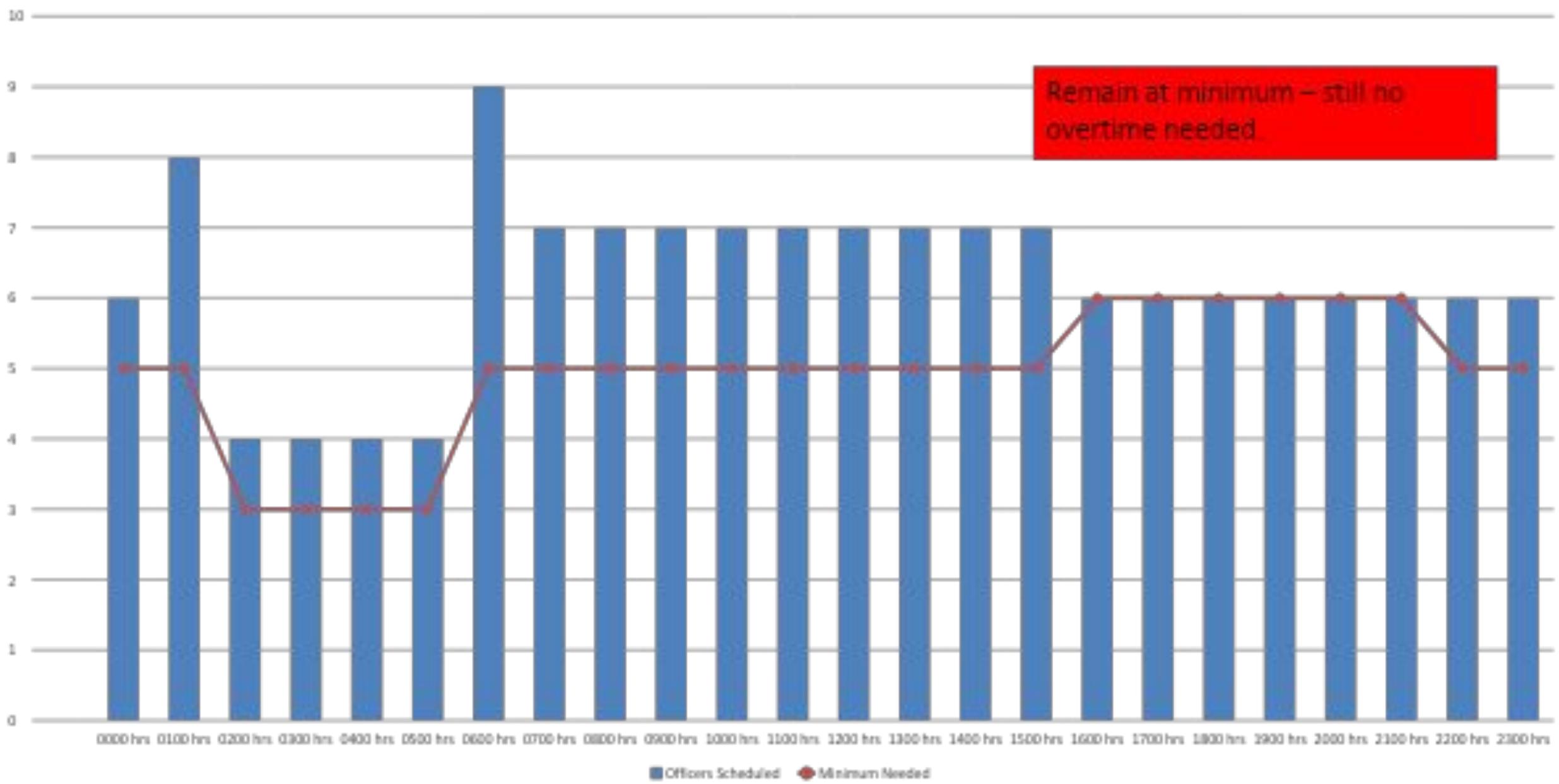
Proposed Schedule 34 Officers



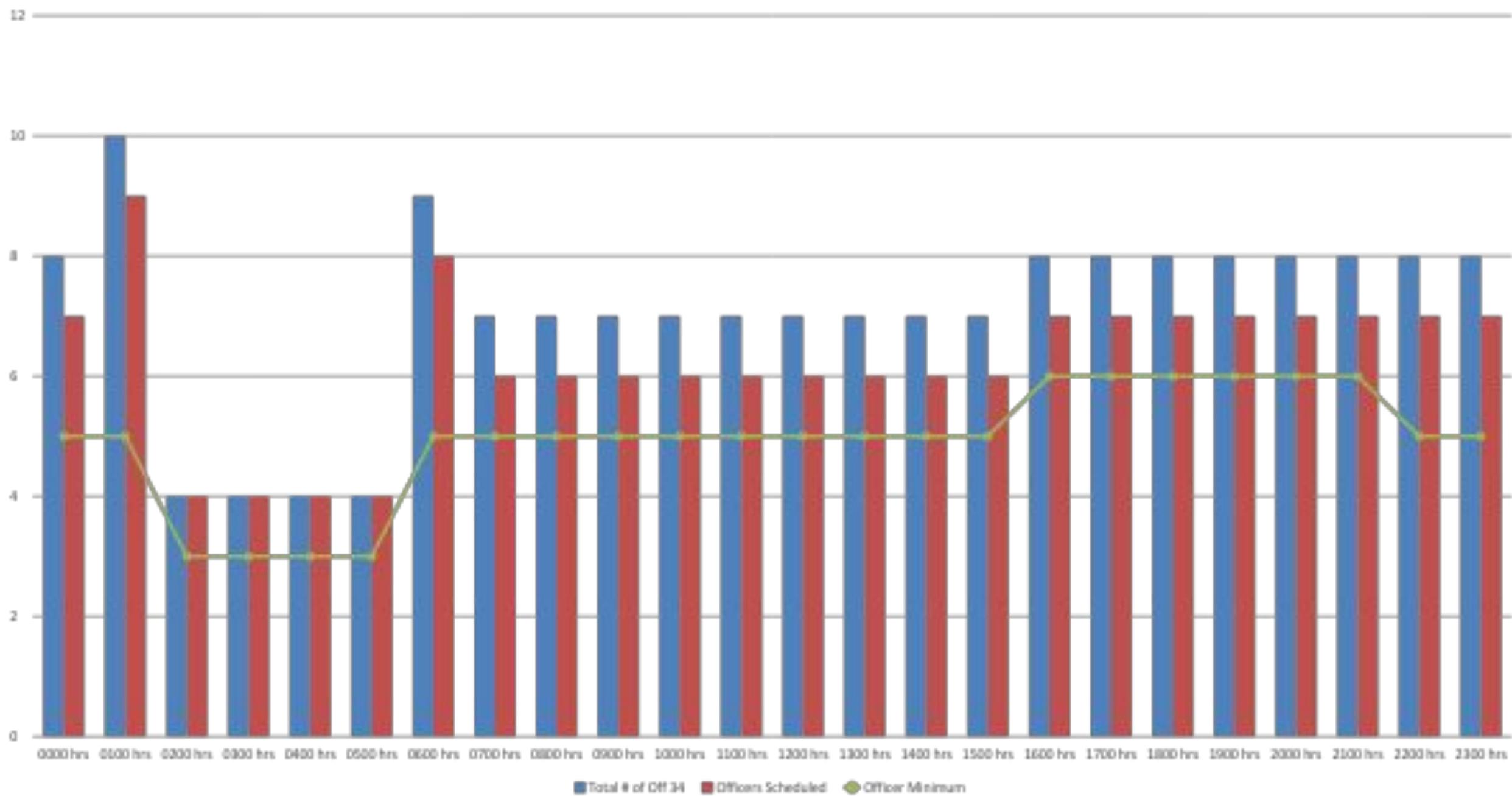
Proposed Schedule (34 Officers)
Eliminate one 4p-2a Officer



Proposed Schedule (34 Officers)
Eliminate two 4p-2a Officers



Comparison of 30 Officers v 34 Officers



Ordered Hours

- 40 eligible officers / 4-6 hours per ordered shift
- FY21 – 1,114 Hours AVG: 28 Hrs. / year 5-6 shifts per year
- FY22 – 1560 Hours AVG: 39 Hrs. / year 7 – 10 Shifts per year
- FY23 – 1480 Hours AVG: 37 Hrs. / year 6 – 9 Shifts per year

Goals of adding 4 additional officers

- Bring the FPD in line with current public safety standards for deployment of personnel and scheduling of two or more officers over the necessary minimum.
- It realizes the cultural change associated with overtime and increases morale due to the reduction of forced overtime.
- Account for current and anticipated increases in call for service volume, especially those incidents involving a mental health crisis that frequently require an extended time to resolve.

Goals of adding 4 additional officers

- Safety of the officers would be enhanced with more officers assigned
- Allow for increased traffic enforcement, the largest request for service we receive, due to the ability to assign more frequent directed patrols.
- Place the department in a much better position to deal with known and unanticipated events causing personnel reductions (retirements, injuries, resignations for other employment, etc.).
- Allows the department additional options not currently available pertaining to the hiring of personnel that will enhance our ability toward personnel diversification.

Goals of adding 4 additional officers

- It assists in maintaining our high training standards as required by the Massachusetts Police Training Council (MPTC), Massachusetts Police Accreditation Commission and our own training programs by having sufficient personnel to cover officers attending training without it consistently requiring overtime expenditures.
- With 34 officers assigned to the Operations Division and scheduling 2 over the minimum, the department expects a decline in overtime expenditures. The department anticipates it will obtain the ability to reduce FY25 overtime coverage line items by 10 – 15%. The agency elected to fully fund overtime coverage line items in FY24 because we do not know when the four new officers will be hired and working on the schedule. We also have no prior history of providing a schedule with 2 officers over the minimum to make a comparison. We anticipate overtime line-item reductions in FY25.

Questions?

