SUCCESION OF CHIEF OF POLICE
BOROUGH OF MENDHAM
SUCCESSION OF CHIEF OF POLICE
BOROUGH OF MENDHAM
WHY SEEK PUBLIC INPUT?

- This is a key issue for the Borough
- Public’s views help us “get it right”
- Transparency in government
WHY A ‘KEY ISSUE’?

First: Police Costs > 26% of Borough Budget
WHY A ‘KEY ISSUE’?

Police Salaries > 85% of Police Budget

![Pie chart showing 85% for Police Salaries and 15% for Remaining Police Budget.](chart.png)
WHY A ‘KEY ISSUE’?

Borough-Paid Health Costs
Police v. Remaining Employees

36% Police Health Costs
64% Remaining Employees
WHY A ‘KEY ISSUE’?

Borough-Paid Pension Costs
Police v. Remaining Employees

- Police Pension Costs: 64%
- Remaining Employees: 36%
WHY A ‘KEY ISSUE’?

Second: Our Police Chief is Retiring

- January 31, 2017 is his last office day
- Borough needs to implement a succession plan
Third: An Opportunity to Re-Evaluate

- Circumstances have changed
- It’s a New World – Take Nothing For Granted
- Police Dept needs leadership to reflect changes
- Leadership change presents an opportunity
THE CURRENT SITUATION

Borough Police Force: 11 Officers (w/Chief)

- Down 1 Officer since 2012

- 4 Sergeants, 1 Detective, 1 SRO, 4 Patrolmen
THE CURRENT SITUATION

11 Police Officers

- Serving 5,000 residents
- Covering approximately 43 shifts per week (including the Chief, Detective and SRO)
- Staffing is tight (especially on night shifts)
IMPACT OF TIME OFF

- Training
- Sick Time
- Vacations
2015 PAID TIME OFF

377 Days

- Vacation: 249 Days
- Sick: 95 Days
- Personal: 30 Days
- Other: 3 Days
ISSUES TO BE WEIGHED

- High-Quality Police Service
- Best Possible Cost
- Police Leadership (‘Bench Strength’)
- Improved Accountability
- What do Borough Residents Want?
WE’RE NOT ALONE

- Mendham Township Police Chief vacancy
- Chester Borough Police Chief vacancy
NECESSARY QUALITIES OF A POLICE CHIEF?

- Accountable to the Taxpayer through Mayor & Council
- High Intelligence Level with Extensive Knowledge of Police Procedures
- College Degree (Preferred)
- Command Presence
- Short, Intermediate and Long-Term Vision of the PD
We Could Appoint a New Borough Chief

- Easiest Option
- But is it the best option for the Borough?
  - Promote from within?
  - Hire from the outside?
- May not solve some existing problems
SO, WHAT OPTIONS DO WE HAVE?

We Could Share a Police Chief

- Clear potential cost savings
- Not just base salary, but total “loaded” cost
SO, WHAT OPTIONS DO WE HAVE?

Police Chief Salary v. Actual Cost
(Thousands)

- Salary
- Actual Cost

$0, $50, $100, $150, $200

$120, $187
So, what options do we have?

We Could Hire a Civilian Director

- Gain in public accountability
- Serves “at will” of elected Borough Officials
- Limitation: Cannot exercise police powers
- Utilize until a Chief is groomed to meet the Borough’s expectations
SO, WHAT OPTIONS DO WE HAVE?

We Could Upgrade Our Police Dept

- Could Be Bi-Lateral
- Could Be Regional
SO, WHAT OPTIONS DO WE HAVE?

Potential Benefits of Upgrading

- Larger leadership pool
- Significant cost savings
- Expanded access to police resources
- More efficient use of available police force
- Eliminate need to hire additional Officers
Other Options May Be Out There

- We don’t know until we look and listen!
**DECISION TIME FRAME?**

- January 31, 2017 not a “hard” deadline
- “Officer-in-Charge” interim option
- Take the time to get the decision right!
HOW TO DECIDE?

- Elected Officials need input from residents
- Borough needs good information on costs v. benefits
- Need to explore possible partnerships
- Need to determine best acceptable structure
NEXT STEPS

- Seek feedback from the public
- Determine willingness of neighboring town(s) to discuss contract of police services
- A feasibility study to consider viability of options
FAIR QUESTION: WHY CONSIDER CHANGE?

- Avoid repeating old mistakes
- A rare opportunity for joint action
- A wide range of options to explore
- May be opportunity to improve service
- May be a chance to control costs & taxes
- The Borough owes this consideration to its residents
Now What Do You Think?