

SUCCESSION OF CHIEF OF POLICE

BOROUGH OF MENDHAM

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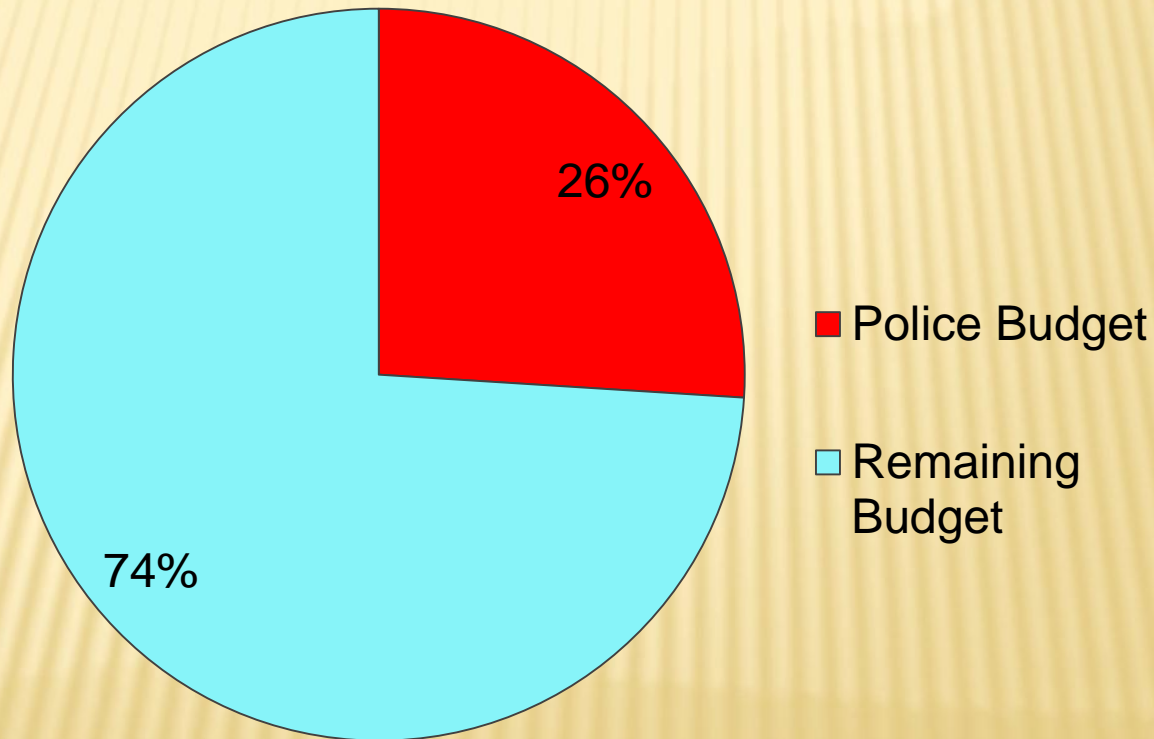
BOROUGH OF MENDHAM

WHY SEEK PUBLIC INPUT?

- This is a key issue for the Borough
- Public's views help us “get it right”
- Transparency in government

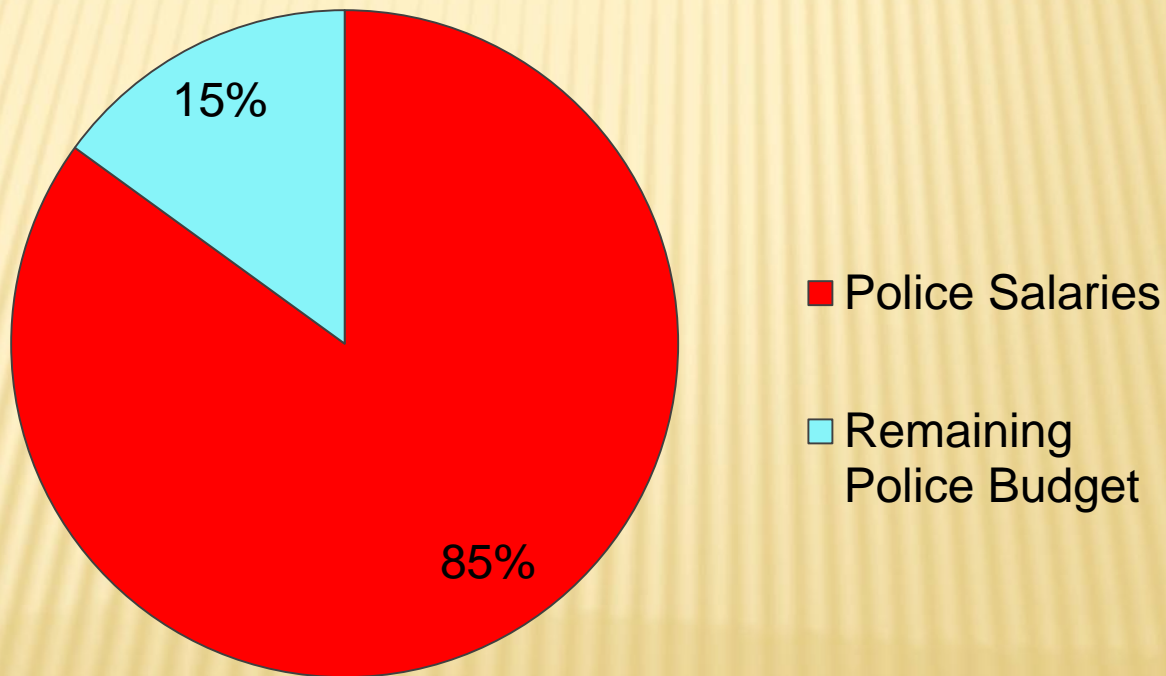
WHY A 'KEY ISSUE'?

First: Police Costs > 26% of Borough Budget



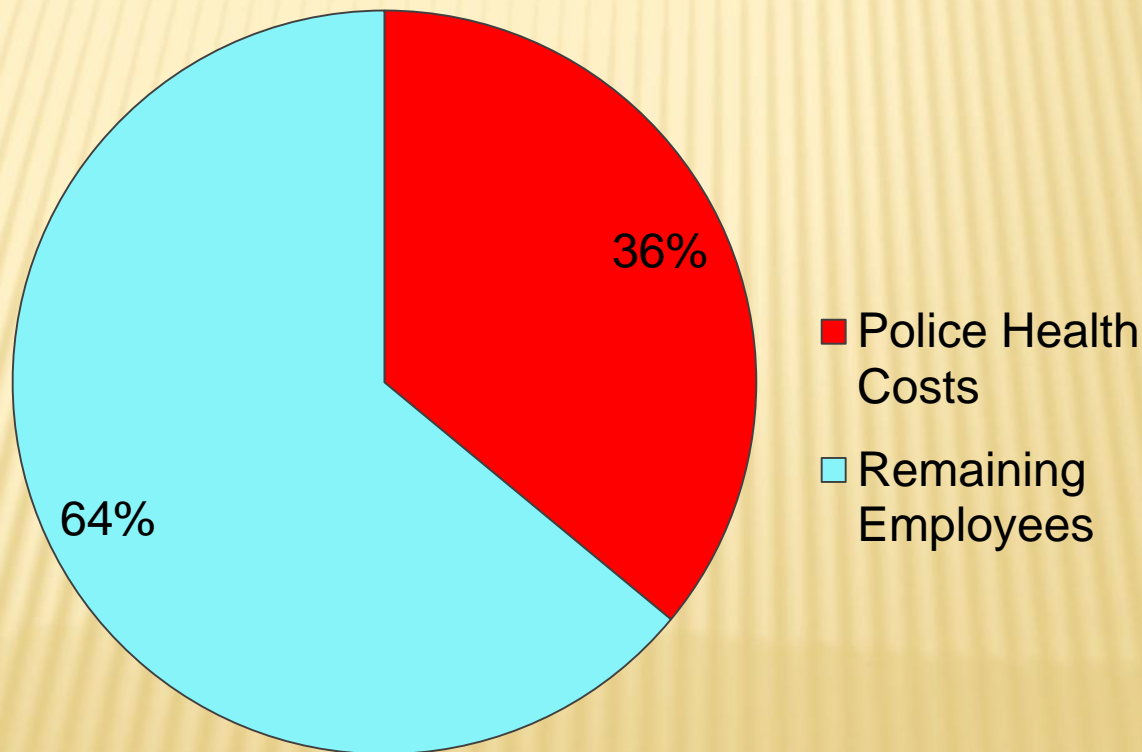
WHY A 'KEY ISSUE'?

Police Salaries > 85% of Police Budget



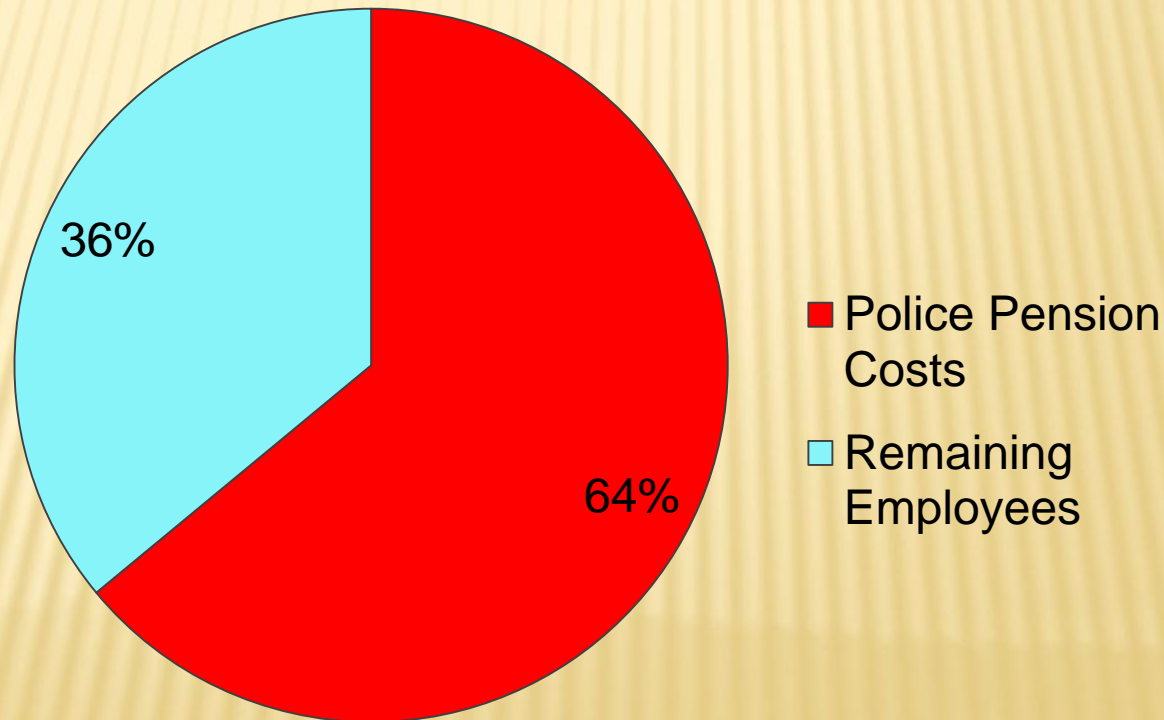
WHY A 'KEY ISSUE'?

Borough-Paid Health Costs Police v. Remaining Employees



WHY A 'KEY ISSUE'?

Borough-Paid Pension Costs Police v. Remaining Employees



WHY A 'KEY ISSUE'?

Second: Our Police Chief is Retiring

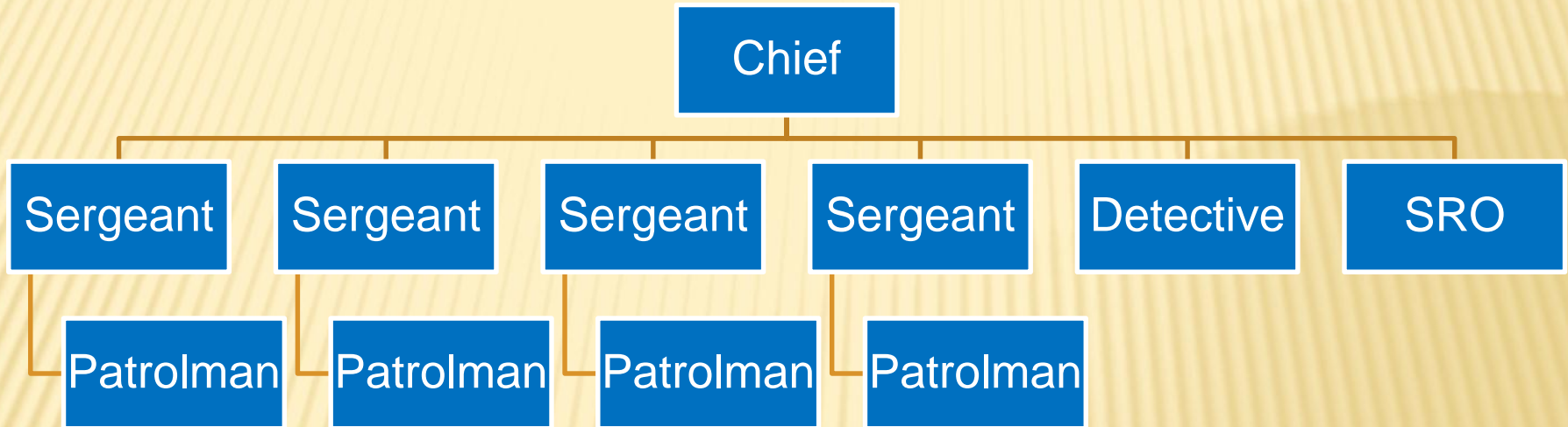
- January 31, 2017 is his last office day
- Borough needs to implement a succession plan

WHY A 'KEY ISSUE'?

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

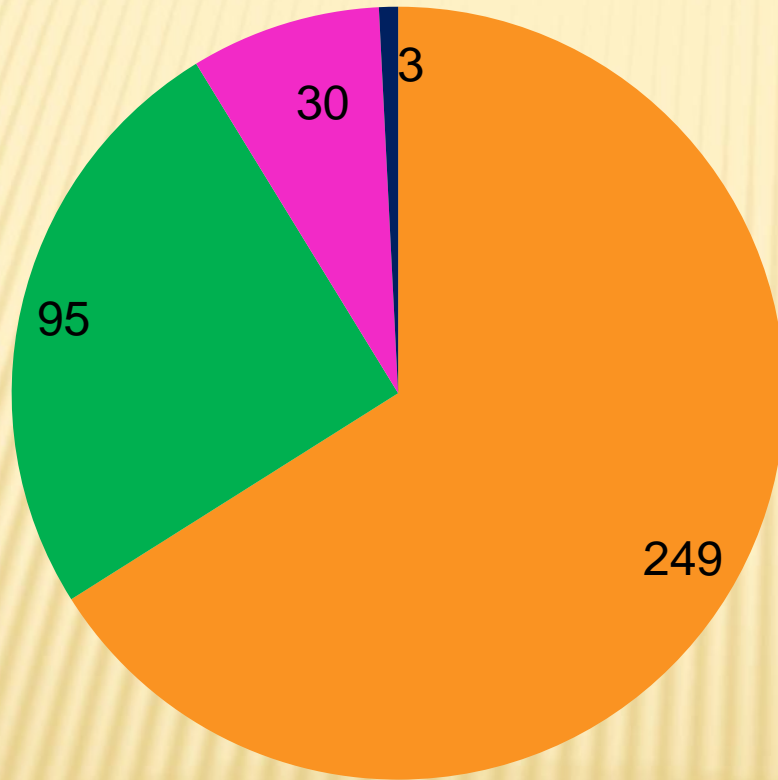
- Serving 5,000 residents
- Covering approximately 43 shifts per week (including the Chief, Detective and SRO)
- Staffing is tight (especially on night shifts)

IMPACT OF TIME OFF

- Training
- Sick Time
- Vacations

2015 PAID TIME OFF

377 Days



- Vacation
- Sick
- Personal
- Other

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

SO, WHAT OPTIONS DO WE HAVE?

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

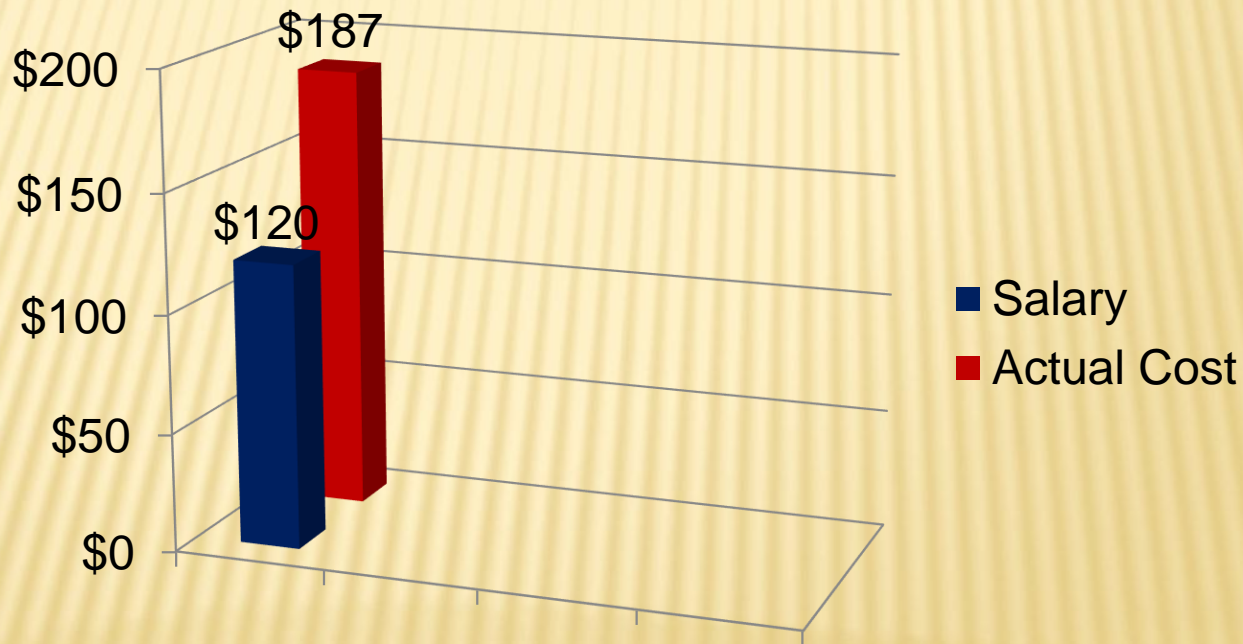
SO, WHAT OPTIONS DO WE HAVE?

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)



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

SO, WHAT OPTIONS DO WE HAVE?

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

FINAL THOUGHTS

Now What Do You Think?