

FY 2021 UWPD Budget Narrative

4

a) Budget variance- In an attempt to bring staff to a fair market salary and establish a step program for certified staff there is the addition of \$298,000. Regional salary comparisons for first line supervisors place UWPD staff at only 80 percent of market, for experienced patrol officers at 72 percent, and new recruits at 82 percent of our direct competition. Current salary levels and structure have made it extremely difficult to recruit and retain quality staff even for larger agencies, and the portability of the Wyoming law enforcement retirement has made active recruiting of experienced certified staff by outside agencies an industry standard, to include signing bonuses. Our certified dispatch staff are in a similar position at only 75 percent of local market salaries. Typical training time for a new police recruit is 18 months and the amount of time and finances invested in training is lost the moment those employees depart for other agencies if we do not address these issues. Athletics is set to transfer \$48,000 to the UWPD for FY2021 in order to address overtime issues within the HCM system for athletic events.

b) FY 2020 actuals, UWPD has carried significant vacancies due to turnover within police, security and dispatch. There has also been one long term military deployment to the Middle East, that employee was scheduled to return the first of May however he has been delayed due to the Covid-19 pandemic. Overall police department employee turnover was higher in FY2020 than it has been the past decade.

c) The UWPD currently has three pending grants dedicated to the improvement of campus security systems. The grants have been applied primarily to academic facilities on campus, and there are two accounts that will likely be completed at the end of FY 2020. There have been delays in those expenditures due to the selection of a new access control security system, S2.

d) 25 Full time staff, 2 part time staff, 10 part time student employees

5. No current space needs, mid process for selection of a contractor for the new combined Police and Parking structure.