BARRINGTON POLICE DEPARTMENT
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Chief George Joy
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To: Town Administrator Conner MacIver

From: Chief George Joy

Re: Part Time Officer Request

TA MacIver,

I am sure you are aware, as is the Board, of the difficulty of hiring staff in today's environment. I remain dedicated to the same hiring concept as both my predecessors; I would rather not make a hire than hire the wrong candidate. Further, the manner in which we field train employees has changed significantly in recent years. Where hiring an employee and immediately assigning them to a Field Training Officer and working the street was commonplace, it is now not best practice for a number of reasons. Thus, the timeframe in hiring a new employee, getting that individual through the Academy, and then field training them to be prepared for solo patrol has increased significantly.

BPD is currently (as of July 21st) running at approximately 75% of our staff capacity: one officer in the Academy, one position remains unfilled (currently attempting to hire a replacement), and one officer is "deployed". To a Department which is already understaffed by any study one cares to look at, this shortage has had a significant impact on operations and will continue to do so.

I was recently approached by an experienced local officer who is trusted by both BPD's supervisory staff and patrol officers. This officer is very happy with his current employment but expressed interest in working part-time in the Town of Barrington. Adding this employee would assist with our current, and expected shortages in coverage.

Our current PT employee has been a member of the Barrington Police Department for decades and is an invaluable resource. He is, however, likely to be leaving law enforcement within the next two years. It is with this departure in mind that I am seeking to take advantage of the opportunity presented to me.

Funding this year will be accomplished via unspent funds in the FT Hourly wage line. Further, I am currently unable to fill all the patrol overtime shifts due to lack of available personnel. This part time employee would be used to fill those shifts, a savings to the Town. This addition will not solve BPD's staffing issue, which I will address more thoroughly during the upcoming budget cycle, but it will take some of the stress off staff in the short term.