

2020-2021 Modified Budget Proposal

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Mayor Bessinger,

The 2020-2021 City of Clovis budget was submitted to the City Council on May 18, 2020, and approved shortly after. This budget made significant concessions for the decrease in sales tax revenue as a result of COVID-19 restrictions, however, the events over the last two months have forced us to take a second look at the best way to accomplish our goals. The *Best Practices Guide for Budgeting in Small Police Agencies* describes the budget as a living document; one in which the events and conditions that impact the police department change throughout the budget year. This philosophy is important and flexibility is the key to managing these conditions (Orrick, n.d.).

After careful analysis of our calls for service, crime trends, and citizen satisfaction surveys it is imperative that we redirect our focus to accomplish the overall mission. We have identified three new priorities to help us succeed. We will be losing twenty officers over the next year to retirements, our recruitment team is struggling to fill these positions with qualified candidates, and the issues and crimes surrounding homelessness have to be addressed.

“In a perfect world, police departments would like to have about 3 officers per 1000 citizens (Manalansan, 2020).” The Clovis Police Department (CPD) staffing is currently at .84 (City of Clovis, 2020). This number is already well below the ideal ratio which means that anything less than aggressive and creative recruiting is unacceptable. “What is needed is an immediate, contemporary, and relevant recruitment plan to begin addressing a critical deficit in entry-level law enforcement (and, ultimately, a plan that will strengthen succession planning.” My proposal is to provide the recruitment team with the tools they need to accomplish hiring 16 of those 20 positions, leaving 4 vacant. We will stagger retirements to decrease the impact felt on

the patrol level as each senior officer retires. Two of the vacant positions is equal to approximately \$194,000 (City of Clovis, 2020). This money will be spent to redesign our website, including a more user-friendly and attractive hiring page. They will travel and recruit at academies across the entire state. The remainder of the allotted money will be spent to implement a program similar to California POST's Career Pipeline Program that utilizes the combined efforts of educators and officers to "ensure educational success as well as positive personal development for youths (Smith, 2016)."

## References

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