

Audit Summary

Recommendation 1 Reduce staffing by eliminating one full-time patrol officer and all part-time patrol officers.

Financial Impact The Township would save approximately \$127,000 annually in reduced personnel costs. This includes regular wages and other benefits.

Recommendation 2 Develop a staffing plan for non-patrol positions including Chief of Police, detective, and administrative assistant.

Potential Impact Further staffing reductions could occur based on workload analysis once data is collected and reviewed. A strategic staffing plan will allow the Township to develop a more efficient Police Department.

Recommendation 3 Renegotiate collective bargaining agreements and reduce provisions to be in line with identified peer minimums.

Financial Impact The Township could save approximately \$18,400 by bringing multiple CBA provisions in line with peer minimums. Reducing these provisions to be in line with state minimum standards or peer averages would also result in cost savings.

Recommendation 4 Negotiate to pay police overtime in accordance with the Fair Labor Standards Act (FLSA).

Financial Impact The Township could save more than \$19,000 annually if overtime provisions were renegotiated to be in line with FLSA requirements.

Recommendation 5 Ensure sufficient management and oversight of Police Department activities and workload.

Recommendation 6 Reduce police vehicle fleet and develop a maintenance and replacement plan for the remaining fleet.

Financial Impact Reducing the vehicle fleet to be in line with peers would provide annual savings of \$1,200 and a one-time benefit related to the salvage value of existing vehicles.