

TOWN OF DOVER

37 NORTH SUSSEX STREET
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James P. Dodd, Mayor

Re: IMPORTANT TAX SAVINGS & SAFETY NEWS FOR DOVER RESIDENTS

Dear Dover Resident and Friend,

Public safety, quality of life, and fiscal responsibility are my top priorities. For these reasons, the time is right for Dover to fully integrate and centralize emergency response services under the leadership of a Public Safety Director (PSD).

The PSD shall be the Department Head for Police, Fire, and EMS and shall work with our Office of Emergency Management to coordinate responses to threats to safety and handle day-to-day administrative tasks as permitted by law. The PSD position is an innovative and fiscally responsible way to streamline administrative bureaucracy, costs, promote safety, increase efficiency, and increase accountability.

Funding for the PSD position is available due to recent retirements of 2 police department captains and 1 lieutenant and 1 fire department captain. In a proposal to the Personnel Committee of the Board of Aldermen, the Police Chief wanted to deal with the vacancies by filling positions with promotions to captain, lieutenant and sergeant. The Personnel Committee considered the Chief's proposal, but disagreed with him to globally reign in administrative costs, to rethink our approach to emergency services, and to put more officers on the street.

After careful consideration, the Personnel Committee recommended a comprehensive plan to streamline the PD and FD administrative costs and provide for safety: eliminating the positions of the 4 retirees and replacing all 4 of those administrative positions with 1 PSD, and hiring more patrol officers for the safety of residents and our current patrol. The Board of Aldermen held a public hearing on July 24, 2012 and after public commentary, the Board voted to accept the Personnel Committee's recommendations via ordinance. The PSD shall be responsible for assuming a portion of the retirees' responsibilities and other currently employed PD and FD personnel shall be assigned the remainder of the duties. Here are the fast financial facts:

- ***The savings realized from eliminating the 4 positions is approximately \$566,000.00 per year.***
- ***The maximum allocated funds for salary and benefits for the PSD is \$114,000.00, which is less than paying for 1 police captain.***
- ***Thus, instituting the position of PSD shall save the Town minimally \$450,000.00 tax payer dollars per year in administrative costs.***
- ***This significant cost savings permits us to hire additional police officers for more patrol on our streets, while still saving tax dollars.***

Regardless, it is not surprising that some detractors are trying to mischaracterize and cloud the issues—that's politics. It is also not surprising that some Town employees are unhappy with streamlining administrative positions, as it will require them to do more work.

However, with a struggling economy on all levels, shrinking budgets, and mandates from Trenton, all Municipalities are forced to do more with less but yet still get the job done. As Mayor, I have always promised to rise above personality conflicts and personal agendas for the best interests of our hometown and that is why I set forth this initiative.

I thank you for your time and attention to this matter and as always, I remain honored and humbled to serve you as your Mayor.

Sincerely,

James P. Dodd
Mayor