

Wisconsin Agency	In your last round of hiring, how many people applied? How many people were hired?	In the last five to 10 years, please describe the overall hiring trends (More people applying? Fewer people applying?).	What is the cost to hire a new officer (law enforcement academy/equipment/training/etc.)?	How many officer positions are currently open in your department?	How many officers are in your department?
Adams County	Our last hiring process for a patrol officer was last year. We had about 10 applicants and hired one filling the only vacancy that we had.	In prior years there would have been more applicants, so there has been a decrease in applications.	I do not have any specific figures on the cost associated with hiring a new officer, but the wages during the field training portion would be about \$27,000. This would not include the officer training the new officer.	Currently, we are fully staffed in patrol but have correctional officer vacancies.	Our department has about 60 employees which includes patrol, dispatch, jail and support staff.
Columbia County	11 for the deputy opening this year and 9 for the jail opening this year. We hired 2 deputies off that list and 4 jailers.	Way less people applying. Many of the ones we hire will leave within 1-2 years as well. We have seen a sharp decrease in applicants in the past 5-7 years. We used to get 100-125 applications per deputy opening 10 years ago and now we never see even 20 applications per process. Of those we see many more unqualified candidates who do not have the skills, education, character, or certifications for deputy job. Many more applicants with criminal records as well.	It costs us about \$35,000 to hire, equip, and train a deputy to get to solo patrol which means they are working by themselves. If we have to send them to the academy it will run about \$55,000 just to get them to solo patrol.	1 deputy and 1 jailer	50 sworn deputies including all administrative, detective, and 7 part time court services unit. We have 41 jailers. Our jailers are not sworn staff.
Dane County	We have 6 hiring processes each year -- with our most recent taking place April 22, 2019. During the most recent process we had:				
Dodge County	75 applicants 14 were hired We typically average around 80 applicants per process	We have seen the application numbers stay fairly consistent over this time frame.	It costs approximately \$61,000 to hire and train a deputy. This cost includes (wages, 720 Law Enforcement Academy; Jail Academy; In house training; equipment; background screenings)	We currently have 7 pre-hire positions that could be filled.	457 sworn
	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16
Grant County	I will answer your questions in the best manner that I can; however understand that most of our deputy positions come from internal candidates, meaning current employees either in the jail or dispatch obtain our deputy positions. There is concern, because we aren't getting as many applicants for those positions either. Lately for open jailer positions, we're getting 10-15 applications, which is a substantial drop off from years prior, when we were getting double that number or more.	Overall we've see a drop in the number of applications, even in the couple of times that we did go externally for a deputy position.	To equip and train a new deputy, equates to thousands of dollars, not only in equipment, but in hours as well.	Currently we do not have any open deputy positions, but have two open jailer positions and it may be a challenge to fill them with our current applicant pool.	We have 30 sworn positions, 16 jailers and 9 dispatch staff.
Green County	22 people applied for male and female jailor. During the last round of patrol recruitment, I believe that 8 were interviewed. We are in the process of hiring 2 male jailors, 1 female jailor and just hired 1 dispatcher.	The number of individuals that are applying for our open positions has greatly diminished over the last 10 years. It was not unusual to get 80 or more applications for an open position and now we are fortunate if we get 20.	Even before a new deputy reports for duty for the first time, we would estimate at least \$5,000. This includes the testing and interview process, a pre-employment physical, psychological, drug testing and uniforms. The State of Wisconsin reimburses for an academy but we are responsible for pay, including overtime, which they incur on a daily basis. In the case of a jail deputy, their academy is now 200 hours and patrol is 720 hours. We also have field training of at least 12 weeks before they are released to work on their own. Kind of tough to quantify that but "many" thousands of dollars are spent before they are on their own.	2 male jail deputies, 1 female jail deputy and 1 patrol position just opened up.	We have 58 full time and about 20 part time, 43 of which are sworn deputies (patrol and jail). The total also includes 8 dispatchers, business manager, clerical and maintenance staff. All part time are retired law enforcement that work in our court security and inmate transport division.

Iowa County	In our last round of hiring for Dispatcher/Corrections Officer positions we had 20 applicants for 2 open positions that were female only positions. The recruitment prior to that was 38 applicants for male or female positions.	There have been a smaller number of applicants with the basic qualifications.	It's in the neighborhood of \$100,000 or more. Field training which is about 12 weeks with a Field Training Officer and any additional training that was not trained prior to employment would be in that figure (a Corrections Officer would need to be sent through the Jail Academy a 200 hour course). Another factor is that a candidate will not be "up to speed" like a 5 to 10 year employee for about 2 years. This figure would NOT include the candidates 2 or 4 year degree or the Law Enforcement Academy to be a Certified Law Enforcement Officer which is 720 hours). This is for a candidate that is just replacing a person who retired and a vacancy is being filled. This would not include the cost of overtime created by having a vacant position.	We have two Dispatch/corrections Officer positions that we have interviewed with candidates which we may do background checks on soon.	15 patrol Deputies, one Deputy assigned to Court Security, one to Drug Task Force and two detectives. 16 Corrections/Dispatch positions. 40 total in entire staff.
Jefferson County	<i>No response as of 5/16</i>	<i>No response as of 5/16</i>	<i>No response as of 5/16</i>	<i>No response as of 5/16</i>	<i>No response as of 5/16</i>
Juneau County	We have a continuous application process to establish an eligibility list. We get one or so every couple weeks. Recently we hire two deputies but we will have to send them to the 720 hour State certification schooling that is mandated.	Ten years ago we would get 30 applicants for one position. Last year we would get five to ten applicants. Recently we have had a continuous applications process.	We do physical and psychological testing which costs I would estimate \$1,500.00. We try to hire individuals who are certifiable (already have State 720 hour certification) upon hire. However, our last two deputies did not have State certification. Therefore we will have to send them to the 720 hour certification and pay them their hourly wage plus fill the vacant shift at the overtime rate. Additional we have a 13 week Field Training Program (FTO) which results in their shift being vacant and posted at the overtime rate.	We are at full staff. One cannot start until they graduate from two year degree in May.	We have 45 sworn officers.
Lafayette County	We don't usually do "rounds of hiring". We do try to recruit from the SWTC academy classes by attending the graduation ceremonies. However, we did recently attempt a hiring notice for female part-time Jailer/Dispatchers. We only had four applications and only two actually interviewed.	As to trends, we are definitely experiencing a shortage of people looking to get into Law Enforcement. Southwest Tech and UW Platteville used to each have an academy class and now they are combined with less students than each used to have individually. Wisconsin State Patrol recently graduate only 16 from their recent academy after starting with 50 or so.	So far, we have not been paying potential recruits to attend a Law Enforcement Academy. This would be very costly for a small agency for us. The academy is now 720 hours, or 18 weeks. We do sponsor recruits which means we cover the cost of the academy which is actually reimbursed to us by WI Training and Standards provided they successfully complete. In the jail, a new hire is required to attend a Jail Academy within a year of hire. This we do pay the person to attend. At this time that is 200 hours or 4 weeks. As far as cost, we figure roughly about \$5000 to have a deputy trained, equipped and up working.	Currently, one of our Sgts has taken a job with our county IT Dept and will be leaving as of Thursday which will create a full-time patrol position. We have current part-time staff that are qualified to fill that. We are always in search of part-time staff.	We have a total of 48 employees. Of those, twenty four are full time deputies on patrol, jailer/dispatchers of investigations. We have one full-time administrative assistant and three administrative positions. The remainder are all part-time in varying capacities from court officer/bailiffs to deputies who work the ATV/UTV trail patrol to jailer/dispatchers.
Marquette County	15 people applied, 1 hired	Fewer people applying. Substantial reduction in the number of applicants in general and qualified applicants	To send a deputy through the 17 week academy and outfitting with all the necessary equipment is approximately \$17,200.00.	None, we are currently at full staff.	45 Full-time and 7 part-time
Richland County	8 applications, hired 2		To hire a road certified officer is around \$80,000 including benefits. \$5,000 for the law enforcement academy/ \$2,125 for equipment/ \$30,016 for wages for academy and field training.	Road patrol has 1 opening hireable. We currently have 2 deputy openings.	Road Deputies=14 (17 with Admin), Jail/Dispatch Deputies=13, Court and Transport Deputies=4 There are 98 sworn officers in the Rock County Sheriff's Office.
Rock County	24 people applied, 4 deputies were hired. We hire deputies for the jail separate from deputies for patrol. In the jail we had 138 applicants and hire 9. In patrol we had 103 applicants and hired 4.	Fewer people applying.			
Sauk County		Fewer people are applying.	For jail approximately \$17,000 for uniforms, testing, recruitment and training. For patrol \$29,500 for the same as above	One	107 Sworn officers, 154 employees total
Baraboo PD	The Baraboo police department has worked to fill 4 vacancies in the department starting April of 2018 through today. When we have accepted applications for the position, we had previous to our most recent process, not required a person that applies to have LESB certification (Academy). We have had up to 50 people apply, many of who are not qualified and get screened out. We have interviewed around 20 people on average for the eligibility list in recent processes.	We have seen a steady decrease in the numbers of persons applying for positions. 10 years ago, it was not uncommon to see 100 applicants for an eligibility list vacancy.	We require that any officer we hire have attended LESB certified Academy (Be certified or certifiable as a police officer). The Academy costs can be reimbursed by the State, but we still need to pay wages for an officer attending academy for the 18 weeks. Once we hire them, equipment and uniform costs are approximately \$800 for a vest, \$4,000 for equipment and around \$1000 for uniforms. We have a 16 week Field Training program that the officer's wages/ fringe are approximately \$ 27,500 while they are in that training and cannot be on the street in solo patrol. You can see with that number how much it would cost to send an officer to academy.	As of today, I have 1 vacancy I am actively working to fill. We had 4 vacancies in the last year.	29 sworn positions
Beloit PD	I don't have the total number of applicants, but we hired 4 officers in January 2019.	The trend we have seen is that regardless of applicant numbers, only about 50% of the applicants show up to test. Overall numbers are done from a historical perspective.	This depends upon whether the officer is already certified or needs to attend a police academy to attain certification. If we need to send them to an academy we are paying 19 weeks of salary & benefits (\$34,000)& equipment (est. \$3,000). The WI DOJ covers the cost of the academy as long as they are hired by an agency.	We are at full staff, but due to Department reorganization will have one position open in the near future. We are in a hiring process currently to establish a list—see our website for details and recruitment video.	We have 73 sworn officers.

Capitol PD		10, 1	Fewer qualified applicants applying. Smaller agencies like ours rely upon part-time officers to help fill the gaps where full-time officers cannot. I used to have people knocking on my door looking for part-time work on a monthly basis. Now, I cannot find part-time help. I have not had to hire a full-time officer in a while.	We require our applicants to be certified or certifiable prior to application. This means we do not sponsor any candidates through an academy. COST: Wages only during field training (no benefits included in this price but there is a cost to benefits) \$14,400, Equipment/Uniforms \$3,500 (+/-500), Hiring Process (Interviews/Backgrounds/Drug screen/Psychological/Physical) \$4,500 (+/-500)		1 Full-time: 42 Part-time: 8
Darlington PD	The last time we hired a full-time officer, we had about 20 applicants. Prior to that, we had 100 applicants.			The costs vary depending on the agency. For my agency, hiring a part-time officer for fill-in work is roughly a \$15,000 investment just to get them on the road. That does not count all the supervision and continuing education the new officer requires once they're on the road. A full-time position is different because you have to calculate the financial loss associated with the officer who left the department in addition to hiring a replacement. In other words, when an officer leaves, they take tens-of-thousands of dollars worth of human capital with them. Conservative estimates are \$80,000 - \$100,000 to replace a full-time officer.	No full-time, but we could use 2 part-time.	10 total (5 full-time, 5 part-time)
DeForest PD	In 2018, I have 12 applications that were received. From that group, we hired 2 candidates. We will routinely receive between 50-80 initial applications. We encourage all to apply and invite applicants to the written test. Once scored, we work with the top 12-15 candidates as we are not likely to go further in a hiring list.		We only post for applications as the needs arise. In 2016, we had 13 applicants, so we only saw a minimal reduction in 2018. This round will be a great analysis or perhaps a trend for the agency. In the last ten years, We have seen some decrease in numbers, but have also seen a rise in the number of applicants not being able to successfully complete the process (testing, background investigation). In addition, it is significantly more difficult to create eligibility lists, because many successful candidates will be employed at another police agency by the time you become ready to make final offers. In the past, you were usually able to rely on your part time list to draw, when you had full time openings. The current demand for and investment from applicants also makes having a part time list more difficult as many will be employed full time elsewhere and be unavailable for part time shift work.	Much of the money aspect can be viewed different ways. The academy costs for tuition is about \$3500 per student. In addition, if the academy we use is not one where the student can commute, that adds to the expenses. The basic equipment startup is about \$3000 for uniforms and equipment. Once equipped, the officers undergo a Field Training process. I don't see additional costs with that aspect of training as both officers are on -staff at that point. There may be some coverage overtime costs, but it is likely minimal.	Currently, I have one vacant police officer position.	The DeForest PD has 12 police officers, 1 Investigator, 1 School Resource Officer, 3 Sergeants, 1 Lieutenant and a Chief for a total sworn strength of 19.
Dodgeville PD	The last advertised hiring process we did was in 2016 in which we had 36 applicants for two anticipated openings due to retirements. From that list 7 were selected to interview with the Police and Fire Commission. In 2017 we had 4 openings due to retirements and officers pursuing other avenues. When we moved to hire off the 2016 list, we had two applicants left who had successfully completed the process and had not chosen other job offers. To fill the remaining gaps, we did an open process, where we searched for candidates at the area police academy and college along with processing unsolicited applications sent to the department. This list was six persons and we had two from the list that were given final employment offers. We have not hired personnel since August 2017 but do anticipate one opening this year.			I don't have an accurate accounting of cost to employ a new officer in their first year, but know it is in the thousands of dollars. This number grows significantly if they are not already certified and you need to send them through a police academy. The cost is significant. The law enforcement academy is approximately \$5,500, equipment for a new officer is approximately \$2,000, the field training cost is a little more challenging to get to. The field training officer would be working and being paid regardless of whether they are training or not. We pay a modest hourly incentive to field train. It's probably safe to estimate another \$1,500 in field training costs. There is also the salary and benefits for the new officer. They are paid while in the academy and field training, so the cost can be very significant if the officer is unable to successfully complete the academy or the field training process. With all the variables, it's difficult to get a more solid estimate.	We are currently fully staffed but do anticipate one opening this year.	The Dodgeville Police Department consists of 10 sworn officers. We have a Chief, Lieutenant and 8 road officers, which included a patrol Sergeant. We also have three part time patrol officers.
Fitchburg PD	We had approximately 110 applicants and 3 were hired.		Our overall applicant numbers are down about 50%.			52 sworn positions, 35 of those are police officers.

Janesville PD	121 applied. 36 took written test. Currently conducting background checks	Fewer candidates apply however the quality of the top candidates are good.	It varies but well over \$50,000 before the officer is out on solo patrol	3	105
Madison PD	MPD had approximately 500 applicants. Of those 500 applicants 50 were hired.	We have continued to see a decline in applicants. In 2011/2012 MPD had approximately 1,500 applicants, in 2013/14 there were 1,018, in 2014/15 we had 888 applicants. While the numbers have decreased the quality of candidates are still good.	The numbers used in the 2019 Operating budget, based on 2018 actuals, calculated an officer position starting in May 2019 was \$51,750. This included salary, benefits, and supplies/equipment (no car). For a full year a new officer costs approximately \$76,600.	Starting May 28th MPD while host its next academy class. The class has 50 recruits in it.	479
McFarland PD	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16
Middleton PD	2018: 100 2017: 200 2016: 300	Hiring trends mirror the economy and climate. Since 2015, with anti-police rhetoric, coupled with highly publicized line of duty deaths of officers and an improving economy; the number of police applicants have decreased. This is true nationwide as well as here in Dane County.	That's not an easy question to answer. The main cost is time. If we hire an officer who is not certified (has not attended the Police Academy), they must attend the 720 hour academy (18 weeks). The State pays for the academy, mileage, room and board (unless they live close to the academy), the department pays their salary. I believe the cost of attending the academy is about \$5,000. Then they have at least 4 months of field training, time spent with a specially trained officer who show them how to be a police officer. So, once an officer is hired, it is almost a year before they are truly able to patrol on their own. If they have already been to the academy, it is obviously less time. It is easily several thousand dollars to purchase uniforms and equipment.	4	40
Monona PD	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16	No response as of 5/16
Monroe PD	In our last round of hiring, at the end of 2016, we had 32 applicants for actually 4 positions. We hired 5 people in that process, 2 of which left during their initial Department field training phase. This phase is post academy, and entails a new officer working each shift with a trainer for 14 weeks. In the end of this hiring process, we were able to fill 3 of the 4 original positions due to budgeting, etc.	In the last 5-10 years we have definitely seen a drastic reduction in the amount of applicants for positions. We used to have close to 150 applicants for a position. We also have in the past been able to attract applicants that have attended the police academies pre-service (before being hired by a department). That demographic is changing. It is hard for the medium to smaller agencies to hire someone and then send them to an 18 week (720 hours) academy. Just being one officer short is a hardship that causes short shifts, and overtime. And, paying someone while they are at the academy. Usually we can find an academy somewhere in the State that is operating, but we could also have to pay lodging for all of that time if the academy is nowhere close.	The cost to hire a new officer consists of new equipment, uniforms, body armor, estimated to be about \$3600.00. Again, if we sent them to the academy, this is 18 weeks long, and the cost is \$5000, which the State of Wisconsin reimburses us for. They don't reimburse the wages while the person is there. Then we have them go through a 14 week field training program post academy, where they work with a training officer. The training officer is an officer that patrols when they aren't training, so they are being paid anyway. But they get premium pay to do training, so that cost to the agency is about \$2400.00. So there is about \$6000.00 in costs, not including the academy.	Currently we have 2 open officer positions, and likely a third upcoming.	Monroe WI Police has 26 sworn officer positions, counting Chief, Patrol Officers, Detectives, etc. We also have 8 civilian positions, including clerical and dispatch. Monroe is about 10,850 in population.
Mt. Horeb PD	12 applied, 1 hired	For the last several years the applicant numbers have dropped annually. From approximately 100, 70, 30+/-, 18, 12 in consecutive years	We only hire those who have completed the academy. I don't know the current cost to send an officer through the 720 hour academy. The cost of hiring, psych eval, drug test, medical physical, background, equipment is about \$5,000. Training time is based on each officer but they receive full pay for approximately 3-4 months of training.	0 Full time total sworn staff is 13	

Oregon PD	Our last hiring process was in 2018. We had 45 total applications and hired 1 officer.	In the last 10 years, not only have the total numbers of applicants decreased dramatically, but so has the quality of the applicants. I have also noticed that fewer women and minorities seem to be applying.	We have estimated this cost to be somewhere near the \$10,000 mark in the first year of hiring.	0	19
Platteville PD	3-5 with one person ultimately being hired	Significantly fewer applicants in the last 5-7 years Dramatic decrease in applicants; we used to get 120 -140 applications for one opening 10 years ago; last year we had nine.	This depends if the applicant has already attended the police academy (and attained law enforcement certification) or not. Most of our applicants come to us with their law enforcement certification. We still have to have them drug tested @ approx. \$100; have them complete a full medical physical along with some specific tests etc. @ approx. \$500-700; have them complete a psychological evaluation-\$400 and this is before a final decision on hiring them is made. Once they've been hired we assign them to 16 weeks of Field Training in which they essentially learn on the job from trained senior officers.	Currently none but that is always subject to change.	We have twenty sworn officers counting everyone from our newest hire to the chief. All of them are full-time officers and we do not use part-time officers to supplement our workforce.
Portage PD	23 applied in last round of hiring. Two were hired; one started yesterday and a conditional job offer will be given to a 2nd officer very soon; he graduates from the academy in less than one month.		Thousands of dollars for training (10 – 12 weeks Field Training Officer Program) & equipment	0	We will have 24 sworn officers when the newest officer comes on board
Stoughton PD	53 applied (2017), hired 2 from that list	In 2013 we had 108 apply for 1 position, compared to 53 in 2017	On average, it costs approximately \$100,000.00 to fully replace an officer.	We are fortunate that we currently have no open positions.	We have 23 sworn FTE officers, and 1 part-time officer positions authorized and filled. Since about 2010 law enforcement has seen a steady decline in applicants. Recruitment has been increasingly difficult and quality applicants are harder to find. I also understanding from talking to local police academies that the number of pre-service applicants (students that enroll themselves in the police academy class) has also seen considerable reduction.
Sun Prairie PD	110 applied for one opening (one was hired) a. We had 17 apply and hired 1. We are currently in a process and had 19 apply. b. In 2011 we had nearly 86 applicants apply	2015 = 293 applicants; 2016 = 207; 2017 = 143 and 222 (two processes that year); 2018 = 250	Some factors in cost to hire: Wages/benefits \$1,428 a week while at the academy; new hire uniform allowance is \$1,000; cost of pre-employment testing (psychological, drug screen, medical) is approximately \$1,060.	No current openings in our department	55 sworn officers
Town of Madison		Dramatic number of fewer applications	Initial hiring I estimated at \$12,595 before I get someone in the door.	We have 1 vacant position out of 14.	14 full time
UWPD	83 applied, 1 hired (07/2018) / we are currently in a process where we have 92 applicants and want to hire 5	We have stayed fairly steady with the number of applicants -- mainly because we've worked to use other channels (like social media, creative videos, etc.) to do targeted recruiting. While our numbers, for the most part, have remained steady... we do struggle at times with QUALITY candidates.	In excess of \$13,000 The following are ballpark estimates: Recruitment=\$5,000; LE Academy=\$5,000 (tuition) + \$1,350 (meals), \$6,159 (vehicle & mileage) for a total of \$12,509; Equipment=\$2,500; Training= academy is 18 weeks plus Verona PD which is about 4 months for a total of about 8 months wages for the recruit officer and Field Training Officer= \$32,352 + \$ 42,640=\$75,000. The grand total is \$95,009 or approximately \$95,000	5 open sworn positions	63 sworn (total of 68 sworn positions available) -- security officers and civilian support staff bring our total number of employees to around 130.
Verona PD	Two-we had two vacancies	A decrease in the number of applicants by approximately 35-50% since 2014.		None. We have one that will be open July 1, 2019.	25 sworn officers
WI State Patrol (SW Region Post)	We are actually in the hiring process for our 65th Recruit Class that will start in September. We had 730 applicants and are hoping to hire approximately 50 recruits for that class.	The trend nationwide is a decrease in the number of personnel applying for Law Enforcement jobs and we are seeing the same with our recruitment.	It cost approximately \$65,000.00 for salary, benefits, supplies, equipment and training for each new officer.	32 sworn vacancies	489 sworn positions