

JUNEAU POLICE DEPARTMENT



MEMORANDUM

TO: All JPD Employees
FROM: Chief Greg Browning
DATE: June 30, 2006
RE: New Shift Schedule

As I have mentioned several times, the manner in which we deploy our patrol personnel is under constant evaluation. I do not believe there is one “perfect” way to schedule patrol officers. Instead, I think it is our duty to strive to take into consideration many factors – the personal needs and desires of officers and their families, the need for constant professional training, and the need to allow our officers sufficient personal leave - while keeping our primary focus on providing the most effective police services for this community. The deployment strategy we use to reach this goal may, and probably will, change from time to time. It is a moving target. As the community and department changes, we have to change, too.

As I spoke of during my strategic planning meetings a few months ago, it is my desire to move this department to 10-hour patrol shifts. That was the conclusion after many hours of study by the Patrol Shift Research Group, and I believe it is the best shift solution for our department. Unfortunately, our staffing levels at this time do not allow us to move to a 100% 10-hour plan.

So, we are at “Plan B” - effective January 8, 2007, we are going to move to a temporary patrol shift plan in which we will employ 10-hour patrol shifts 4 days a week and 12-hour patrol shifts 3 days a week. This allows us to move toward a 10-hour plan and enjoy many of its benefits - with fewer personnel. At such time as we have sufficient staff, we will move to exclusively 10-hour patrol shifts. The details of this new temporary 10-12 plan are delineated on the attached memorandum from Lt. Sell.

It is my hope that this plan allows us to move toward the direction I think we all want – a better, more united, and more effective police department. I know I can count on each of you to do your very best to make it work.