

DEPARTMENT OF POLICE OPERATIONS

March 23, 2009

TO: Carleton S. Finkbeiner, Mayor

FROM: Michael J. Navarre, Chief of Police *mj 3/23*

SUBJECT: Impact of Police Layoffs

Layoff notices have been sent to 75 police officers and will take effect May 1. This includes 15 command officers and 60 patrolmen. The loss of 15 command officers will require reassignment of command personnel in order to fill some of the gaps; however, the impact will be minimal. The loss of 60 patrolmen and the anticipated retirement of an additional 25 patrolmen in 2009 will have a major impact on the operation of the police department.

The following organizational changes will occur on May 1 and coincide with the effective date of the layoffs:

- Elimination of the School Resource Officer program and the transfer of 14 patrolmen to Field Operations
- Elimination of the Gang Unit and the transfer of 8 patrolmen to Field Operations
- Elimination of the Community Services Officer program and the transfer of 8 of patrolmen to Field Operations
- Elimination of the Crime Analysis Unit and the transfer of 2 patrolmen to Field Operations
- Elimination of the False Alarm Office and the transfer of 1 patrolman to Field Operations
- Reassignment of 2 officers from Planning & Research to Field Operations
- Elimination of the Mounted Patrol Unit and the transfer of 8 patrolmen to Field Operations
- Elimination of Police Probation Team and the transfer of 1 patrolman to Field Operations
- Reduction in Municipal Court Liaison Unit and the transfer of 2 patrolmen to Field Operations
- Reduction in the Investigative Services Bureau and the transfer of 10 patrolmen to Field Operations

The aforementioned organizational changes will reassign 56 patrolmen to Field Operations but will not come close to the number that will be lost this year through layoffs and future retirements. I anticipate another 25 retirements to occur before December 31. The loss of 100 people between now and the end of the year will have a grave impact. Response times to all types of calls will increase. Gang violence may increase without officers in the schools and the specialized Gang Unit to keep these

youth in check. Elimination of the School Resource Officer program will also result in the loss of monies received by the Toledo Public and Washington Local school districts, who currently pay half the salaries of these officers. There will be no officers available to attend Block Watch meetings and serve as liaisons between community groups and the police department. Elimination of the False Alarm Office will also result in the loss of revenue. Additional officers will have to be assigned to special events in downtown Toledo to replace the Mounted Patrol. A reduction in the Municipal Court Liaison Office could result in an increase in Municipal Court overtime. A further reduction of 10 detectives in the Investigative Services Bureau will have a major impact on our ability to investigate property crimes.

cc: Robert Reinbolt, Chief of Staff/Safety Director  
Deputy Chief Derrick Diggs  
Deputy Chief Donald Kenney  
Deputy Chief Michael Murphy



**CONFIDENTIAL**

**OFFICE OF THE MAYOR**

March 23, 2009

TO: Chief Mike Navarre

RE: Attached

Under the conditions of our budget hole, you advised me to:

1. Lay-off 75 police officers.
2. Apply for Economic Stimulus money to hire 150 officers.

I agreed.

Now rewrite this memo without making it sound like the roof is falling in, after I acted upon your recommendations .

Carty Finkbeiner  
Mayor

Cc: Bob Reinbolt

Attachment

CSF: bas

DEPARTMENT OF POLICE OPERATIONS

March 24, 2009

TO: Carleton S. Finkbeiner, Mayor

FROM: Michael J. Navarre, Chief of Police *mj 3/24*

SUBJECT: Impact of Police Layoffs

On March 23, 2009, I sent a memo to you detailing the impact that the layoff of 75 police officers would have on the operations of the Toledo Police Department. This same date, you sent a confidential memo back to me indicating that I advised you to lay off 75 police officers. This is not accurate. I never advised you to lay off any police officers. However, I did support the concept of applying for federal funding to prevent layoffs.

On Friday, March 13, I received a phone call from Chief of Staff Robert Reinbolt at approximately 9:15 a.m. In that telephone conversation, Mr. Reinbolt talked to me about the COPS Hiring Grant and the possibility of the federal government giving the City of Toledo money to prevent police layoffs from occurring, similar to what had occurred in Columbus, Ohio. I indicated to Mr. Reinbolt that I did not know what the response would be from the federal government, but I reiterated to him that the application period began on Monday, March 16, and that if any action was taken it would need to be taken prior to that date. Mr. Reinbolt informed me that he was meeting with you concerning the budget at 10:00 that morning, Friday, March 13<sup>th</sup>. I was not invited to that meeting.

I was scheduled to meet with you at 11:00 a.m. that same morning to discuss the Special Use Permit for a carryout on Seaman Street. I arrived at 11:00 and waited in the lobby area for the start of that meeting. At approximately 11:15 a.m. I was told that you wanted to see me in your office. When I arrived, several individuals were present and the topic of discussion was the budget. You then asked me the same question that was asked of me earlier that morning by Mr. Reinbolt—I gave the same answer. There was then a discussion regarding the timing of layoff notices and someone suggested that we send out 150 layoff notices. I disagreed and said that was a totally unrealistic request, and I did not think the federal government would approve money to prevent 150 layoffs. You asked for my recommendation of how much money we should apply for, and I told you we should apply for 75 additional officers and also apply for money to prevent 75 layoffs.

I was assured in that meeting that no layoffs would occur until after a decision was made on our grant request. I asked that the layoff notices become effective June 1<sup>st</sup> to allow time for that to occur. Someone suggested, I believe it was Mr. Reinbolt, that we can always extend the layoff notices if we did not get an answer prior to May 1<sup>st</sup> from the federal government. Thus, the decision was made to send out 75 layoff notices effective May 1<sup>st</sup>. It was clear to me, and everyone else in that meeting, that this was an effort by the City of Toledo to get \$34 million from the federal government to pay the salaries of 150 officers for 3 years. There was no recommendation on my part to lay off 75 police officers.

The Toledo Police Department, by far, has the lowest number of officers of any major police department in the state of Ohio, and may very well be the lowest of any department in the mid-west. We are not in a position to make any layoffs without having an impact on our operations. I anticipate losing an additional 25 officers this year through attrition alone.

I stand by everything I put in my March 23<sup>rd</sup> memo to you. The loss of 75 officers through layoffs, and an additional 25 officers in 2009 through retirements, will have a major impact on the operation of the police department. The organizational changes that I outlined are absolutely necessary to perform the basic function of a police department and that is to respond to calls for service. It was not my intent to make it sound like "the roof is falling in", it was my intent to advise you of the consequences of laying off 75 police officers prior to the summer of 2009. I would be remiss if I did not do so.

Again, I do not support the layoff of a single police officer—I have never supported the laying off of a single police officer. I did, however, support the grant application for 150 officers to prevent layoffs from occurring. Do not misconstrue that support to mean that I support laying off police officers.

Attachments

cc: Robert Reinbolt, Chief of Staff/Safety Director