



**CITY OF NEW HAVEN  
BOARD OF ALDERS**

***Anna M. Festa***  
Alder, Ward 10

117 Canner Street  
New Haven, CT 06511-2201

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Vice Chair  
City Services and Environmental Policy Committee  
Finance Committee

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Telephone: (203) 776-8602  
E-mail: Ward10@newhavenct.gov

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July 31, 2018

Honorable Tyisha Walker-Myers  
President, New Haven Board of Alders

Dear President Walker:

I would like to respectfully submit to the Board of Alders as a Communication, the attached Order calling for a public hearing with the police chief and other top officers to discuss concerns and strategies related to the staffing shortage at the New Haven Police Department.

It's been reported that 34 New Haven police officers have retired or resigned so far in 2018, compared to 31 in all of 2017. In addition, Police Chief Anthony Campbell has indicated that there are currently 106 vacancies out of the 495 budgeted positions in the Police Department.

There has been speculation that the exodus of New Haven police officers is due to poaching of young officers by other communities, as well as uncertainty and apprehension over an unsettled contract.

With staffing levels down to 389 officers and more retirements expected, city residents are understandably very concerned about the staffing shortage and its impact on public safety now and in the future. A public hearing would give opportunity to the Police Chief and his staff to discuss plans for managing the force reduction to ensure public safety, address the potential impact on overtime expenses, as well as talk about possible strategies, including incentives, that might be implemented to retain officers and bring the force back up to full strength.

I therefore ask that the Board conduct a public hearing with Police Chief Anthony Campbell and other top officers to discuss concerns raised by the staffing shortage in the New Haven Police Department, including steps being taken now, as well as possible strategies to address this problem going forward.

Respectfully submitted,

ANNA FESTA  
Alder, 10<sup>th</sup> Ward

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**ORDER OF THE NEW HAVEN BOARD OF ALDERS CALLING FOR A PUBLIC HEARING WITH THE POLICE CHIEF AND OTHER TOP OFFICERS TO DISCUSS CONCERNS AND STRATEGIES RELATED TO THE STAFFING SHORTAGE AT THE NEW HAVEN POLICE DEPARTMENT.**

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**WHEREAS:** It has been reported that 34 New Haven police officers have retired or resigned so far in 2018, compared to 31 in all of 2017, and that Police Chief Anthony Campbell has indicated that there are currently 106 vacancies out of the 495 budgeted positions in the Police Department; and

**WHEREAS:** it's been speculated that the exodus of New Haven police officers is due to poaching of young officers by other communities, as well as uncertainty and apprehension of city cops who have been working for two years without a contract which is now headed for arbitration; and

**WHEREAS:** with staffing levels down to 389 officers and more retirements expected, city residents are understandably very concerned about the staffing shortage and its impact on public safety now and going forward; and

**WHEREAS:** a public hearing would give much-needed opportunity to the Police Chief and his staff to discuss plans for managing this force reduction in the short-term to ensure public safety, the potential impact on overtime expenses, as well as to talk about possible strategies, including incentives, that might be implemented to retain officers and generally bring the force back up to full strength.

**NOW, THEREFORE, BE IT ORDERED** that the New Haven Board of Alders conduct a public hearing with Police Chief Anthony Campbell and other top officers to discuss concerns raised by the staffing shortage in the New Haven Police Department, as well as steps being taken to ensure public safety now, and to suggest strategies and incentives that might be implemented to build the force back to more desirable levels.