



P O L I C E D E P A R T M E N T

36 S Oviatt Street • Hudson Ohio 44236 • 3303421800 • Fax 3303421821

Date: 09/28/2023
To: Thomas Sheridan, City Manager
From: Perry Tabak, Chief of Police
Reference: Police Department Radios

The transition to 12-hour shifts for the Hudson Police Department Dispatch Center offers several significant benefits that enhance operational efficiency, staff morale, and overall effectiveness. This memo outlines these advantages in a bullet point list for your consideration. We currently have 7 full-time dispatchers, to transition to 12-hour shifts, we would need to hire an additional full-time dispatcher.

II. Benefits of 12-Hour Shifts

- **Enhanced Recruitment, Retention and Overall Staffing:**
 - Addresses limited availability and the scarcity of applicants for part-time dispatch positions. It has become increasingly difficult to find qualified applicants, especially part-time applicants.
 - Provides a more appealing schedule for current potential dispatchers, increasing the pool of qualified candidates.
- **Increased Coverage during Peak Hours:**
 - Enables the presence of two dispatchers on duty during busier days and hours.
 - Better equips the dispatch center to handle high call volumes and emergencies effectively.
- **Alignment with Patrol Operations:**
 - Mirrors the shift schedules of patrol officers and patrol supervisors, promoting cohesive teamwork.
 - Facilitates real-time communication and coordination between dispatch and field personnel.
- **Improved Work-Life Balance:**
 - Allows for more days off for dispatch staff due to longer shifts.
 - Enhances overall well-being and job satisfaction, reducing burnout and turnover.
- **Anticipated Reduction in Absenteeism:**
 - The more predictable schedule of 12-hour shifts reduces the need for unplanned time off.
 - Reduces instances of staff calling in sick due to fatigue or schedule-related stress.

- **Streamlined Schedule Management:**

- Simplifies scheduling and supervision by reducing the number of shift changes.
- Enhances the ability to allocate resources efficiently and respond to staffing needs promptly.

III. Conclusion

The transition to 12-hour shifts for the Hudson Police Department Dispatch Center offers a multitude of benefits, ranging from improved recruitment prospects to enhanced coverage during peak hours. Aligning dispatch shifts with patrol operations fosters teamwork and ensures a more efficient response to emergencies. Furthermore, the shift change is expected to result in increased job satisfaction, a decrease in absenteeism, and simplified schedule management. It is the desire of myself, police administration as well as our dispatch staff to attempt a transition to 12-hour shifts.

I would be more than happy to address any further questions you and/or council may have.

Thank you,

Perry Tabak

Chief Perry Tabak