Please take a look at the information below. The attached pdf contains the same info plus appendices.

CITY OF ANN ARBOR STAFFING PER CAPITA: ALL EMPLOYEES, FIRE, POLICE
October 15, 2015

We are all aware of discussions about the staffing levels of safety-related personnel in the City of Ann Arbor; i.e., fire and police. But how, specifically, does the City benchmark with other cities in these areas? And what about <u>other</u> types of City employees—equally vital for organizational competence?

After watching the City of Ann Arbor grapple with stormwater issues, and experiencing a devastating house fire in our neighborhood two years ago (fought quickly and without injury—but an eye-opening experience), I recently spent some time researching these questions on the websites of a number of other municipalities, and, in some cases, by calling employees in Finance or Payroll.

I selected several cities in Michigan and several Big 10 cities, since the latter should have similar population risk issues, and threw in Salem OR. In addition, I found benchmarking for fire and law enforcement though reports of national organizations.

<u>The results? Ann Arbor is by far more like Flint MI than it is like Columbus OH, Madison WI, Bloomington IN, Salem OR, or Grand Rapids MI.</u>

The charts below show total city employees, police, fire, and all employees other than police and fire. The information below is presented as ratios of employees to population.

The national benchmarking, also below, shows that Ann Arbor ranks 663 of 697 cities in law enforcement personnel, and that ratios of firefighters are well below the median for cities of comparable size. For all other types of city employees, I have no national data, only the benchmarking I collected myself.
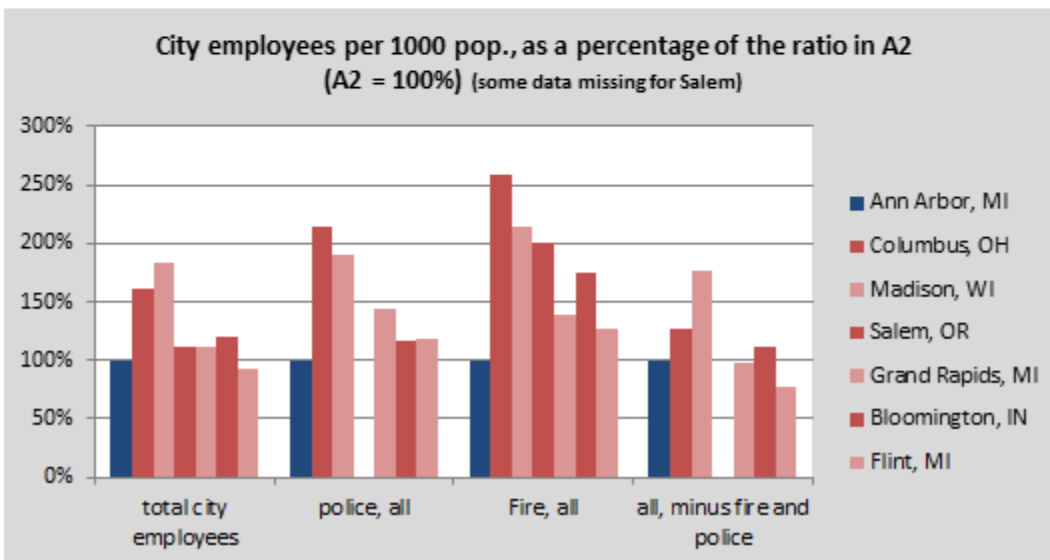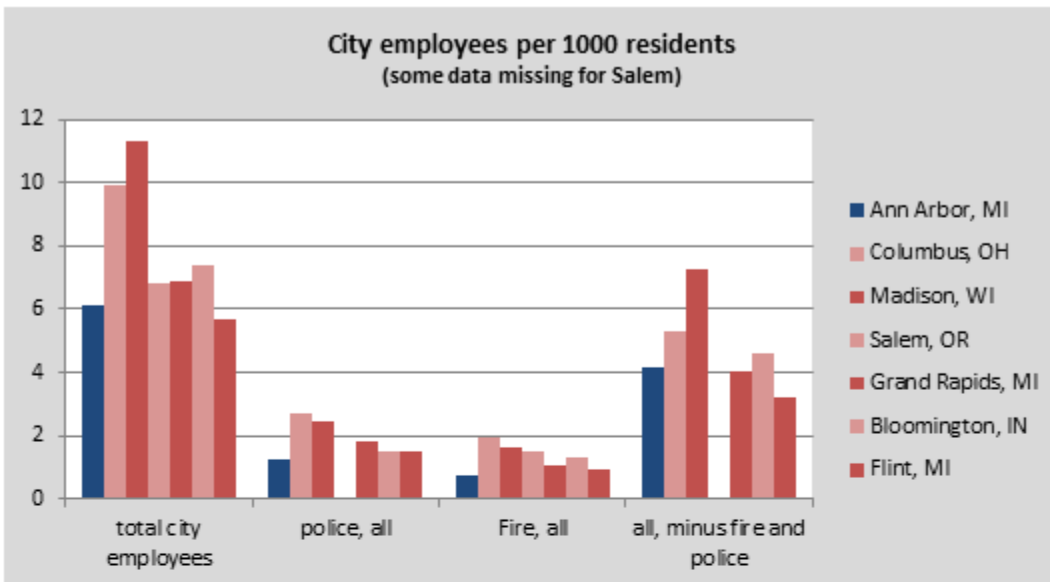
The safety issues speak for themselves.

But in addition, the low levels of other types of city employees appear to be a major concern. Only so much can be accomplished by consultants and contracts. Adequate

levels of actual employees provide knowledge, resources, and continuity needed for a functional city government.

I am forwarding these data because I have never seen similar information about the City. If you have questions about these data, please feel free to contact me at at the number below or by email.

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City employees per 1000 residents
(some data missing for Salem)

City employees per 1000 pop., as a percentage of the ratio in A2
(A2 = 100%) (some data missing for Salem)

National data on firefighters:

Career Firefighter Rates by Population Protected, 2011-2013, per 1,000 People				
Population Protected	Low	Ann Arbor	Median	High
1,000,000 or more	0.54		1.23	1.81
500,000 to 999,999	1.27		1.27	3.34
250,000 to 499,999	0.05		1.24	2.75
100,000 to 249,999	0.09	**0.74**	1.37	2.96
50,000 to 99,999	0.00		1.30	3.34
25,000 to 49,999	0.00		1.24	6.50
10,000 to 24,999	0.00		1.00	11.15

Source: NFPA Survey of Fire Departments for US Fire Experience, 2013.

The information that Ann Arbor ranks 663 of 697 cities in law enforcement per capita was obtained from "Governing: the States and Localities." See Appendix B for the table itself and the link, in the attached pdf. Also, the detailed information that the charts are based on is available in Appendix A.