



RYE POLICE DEPARTMENT

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To: Rye Select Board and Budget Committee
From: Chief Kevin Walsh *KW*
Date: October 20, 2025
Re: Parking Enforcement Budget Request 2025

Salaries and Benefits Budget Changes/Retention Dynamics:

Will you hire or add employees next year – replacements, retirements, leaves of absence, etc.?

- Parking enforcement has no full-time employees, two part-time and 5 seasonal employees.
- Recruitment starts on March 1st each year for seasonal employees.

What contract obligations or changes impacted this year's budget, if any?

- Seasonal employees follow Town of Rye Personnel Handbook.

What employment challenges does your department face in this area – succession plans, early retirements, the ability to hire and retain employees?

- The challenge is finding people who want to work all day 7AM to 7PM during summer months for part-time wages/no benefits.
- The challenge is finding people who can self-supervise and write parking tickets.

Personnel

Current for 2024?	Full Time	Part Time
Parking Enforcement		7
Additional for 2025?		

Changes in personnel? – Retirements, promotions, new positions

- Reviewing the parking enforcement schedule to determine how many seasonal employees are to be hired to cover the shifts.

Hiring challenges? – recruitment, retention?

- Challenge, who wants to work in hot sun 7AM to 7PM weekends and holidays
- Assigning a police employee to recruit, job posting, using social media to reach potential candidates, post at community centers, attend networking events, and advertise local newspaper or community bulletins.
- Police employees write background check reports, check driver license status and perform CJI compliance. Seasonal employees working inside the police department may see confidential information.
- Police employees training seasonal employee how to ride a moped

Operational Costs – (Non-Personnel)

Catastrophic events? – Storms, accidents, equipment failures, unanticipated building maintenance?

- No moped accidents or mechanical failures.

What are the biggest factors driving operational cost changes?

- Increasing wages to be competitive with private businesses employing seasonal employees.

Are there any anomalies that occurred this year or will occur next year?

- Trying to find seasonal employees, employees to be hired to write parking tickets.

Are there plans to manage growing costs or to drive reductions?

- In 2024, a parking fine survey was done. Select Board agreed to increase parking fines.

Capital Expenditures

Capital outlay – include explanatory narratives and quotes

- Mopeds are purchased every other year. In 2024, 1 moped was purchased. No purchase for 2025.
- Town vehicles are used on poor weather days. Moped is a challenge to ride in the rain and wind.
- Surfers and other beach visitors park in no parking and permit parking zones.

Warrant articles – include now for informational purposes

Other than CIP submissions what are the possible warrant articles and why they will be needed?

- None

Why are these included in the budget as capital expenditures and not as operational costs?

- The moped is included in the operational budget under equipment.

How are these part of a strategy/plan to maintain/support/update capital equipment?

- Updated mopeds prevent costly repairs and mopeds stay out on road rather than down being repaired.

DEPARTMENT GOALS & OBJECTIVES:

Past Year:

What has your department accomplished this year?

- Employees wrote over 400 more tickets than previous year.

Were you able to meet the department's expectations and/or the needs of the community last year?

- More revenue was generated due to more tickets being written.

Were there any key successes you would like to share?

- More revenue collected than the previous year.

Moving Forward:

What are your department goals for next year?

- Automate the parking system.

Create efficiencies?

- Automating the parking ticket system with less labor and errors vs writing parking tickets.

Solve hiring/retention issues?

- Seasonal employee's application increases when wages are higher than private businesses.

IT initiatives to streamline operations?

- Automating the parking ticket system with less labor and errors vs writing parking tickets.

If you fell short this year, what needs to happen to close the gap?

- Seasonal employees leave after 3 weeks of employment. Add more staff to prevent gaps when people rotate out quickly.

Do you see the needs/expectations of the community changing over the next three or so years?

- Issuing parking tickets controlled some of the congestion issues at the beach.

What must happen in this department to keep up with those changes?

- Increase wages of seasonal employees. They are only employed 3 to 4 months.

What are the largest risks or threats to the department - market/environmental/demographic changes?

- Driver inexperience on a moped and the amount of training it requires to get an employee ready to ride independently.