

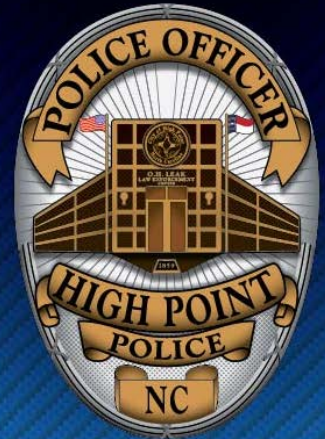


PRESENTATION TO CITY COUNCIL

Budget Requests
2016 – 2017

January 21, 2016

**HIGH POINT
POLICE
DEPARTMENT**



HighPointNC.gov/police/employment



Personnel Request 2016-2017

- 8 – Police Officer positions
- 1 – Firing Range Maintenance Worker
- 1 – Crime Scene Technician

"Creating the Single Most Livable, Safe and Prosperous Community in America"



Current Staffing

- 239 sworn officers and 41 civilians
- 235 filled and 4 vacancies
 - 5 – beginning Basic Law Enforcement Training in January
 - 7 – in Field Training (riding with FTO)
- Takes 9 – 12 months to hire and train a new officer
 - 10 police cadet positions added last year used to keep pace with attrition (10-12 avg per yr)
 - 229 sworn officer operational positions

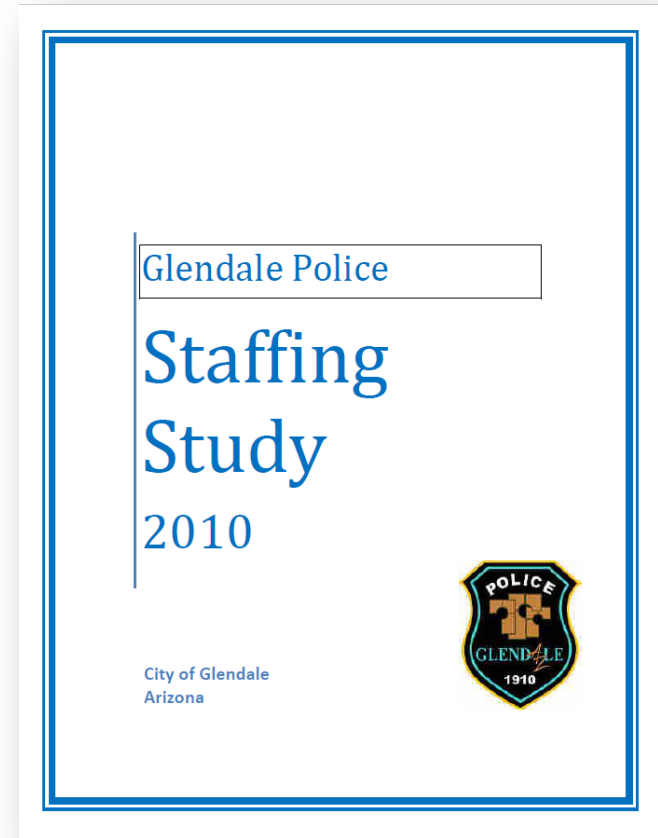
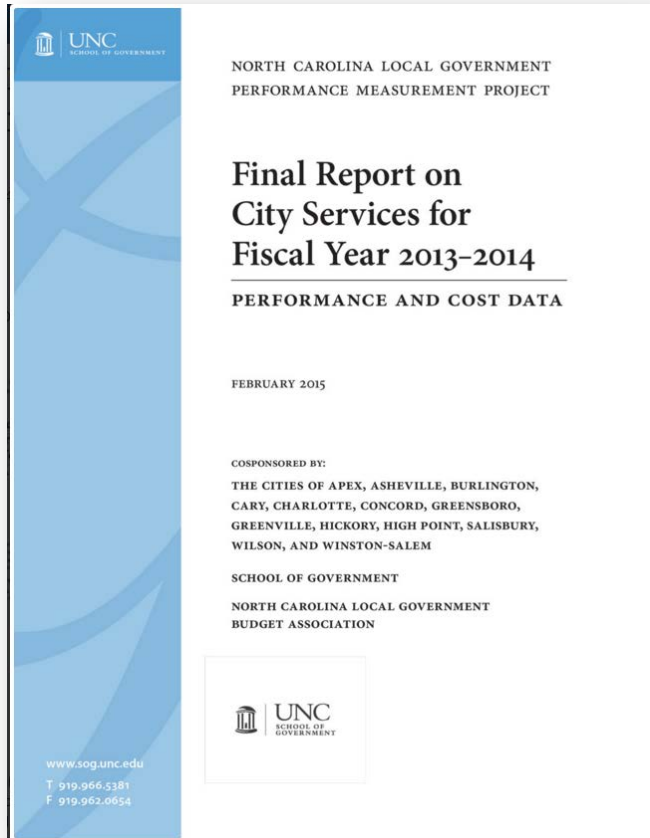


Terms / Definitions

- Uncommitted Time – amount of time during a 10.5 hour patrol shift an officer is not on a call or performing an administrative duty
- Priority Call – a call that must be dispatched immediately, in progress, dangerous, injury
- Signal Four – condition when a priority call is received and no unit is available to be dispatched
- Part 1 Crime – Murder, Rape, Robbery, Aggravated Assault, Burglary, Larceny, MVT



Sources



<https://www.glendaleaz.com/police/documents/StaffingStudyFinal2010.pdf>



History



- 2004 changed patrol schedule and reorganized department
- Changes to improve efficiency, i.e. staff duty reports by phone, civilianized several sworn positions, etc.
- Reduced response times, signal 4 calls, created overlap during peak call times
- After reorganization in 2004 the estimated uncommitted patrol time was 41%
- 12 sworn positions added in 2006



Deferred Asking for Personnel

- 2008 COPS hiring grant request denied by City Manager (Great Recession)
- Hiring Freeze for over three years
- Success of Focused Deterrence Policing at Reducing Crime
(Group Violence, Intimate Partner, Larceny)
- Focused Patrol SMART Policing 2013 increased problem solving
- High case clearance rates
- Guaranteed overtime



Areas of Concern Prompting Study

- 20% increase in violent crime in 2015, first time since 2008
(Robbery up 40%, Aggravated Assaults 7%)
- Sworn Police Officers per 10,000 = 21
(Benchmark study average = 24)
- Priority response time 5 minutes
(average 4.4 min, Greensboro 6.7, WS 3.6)
- Increase of Signal Four calls – dramatically increasing response times



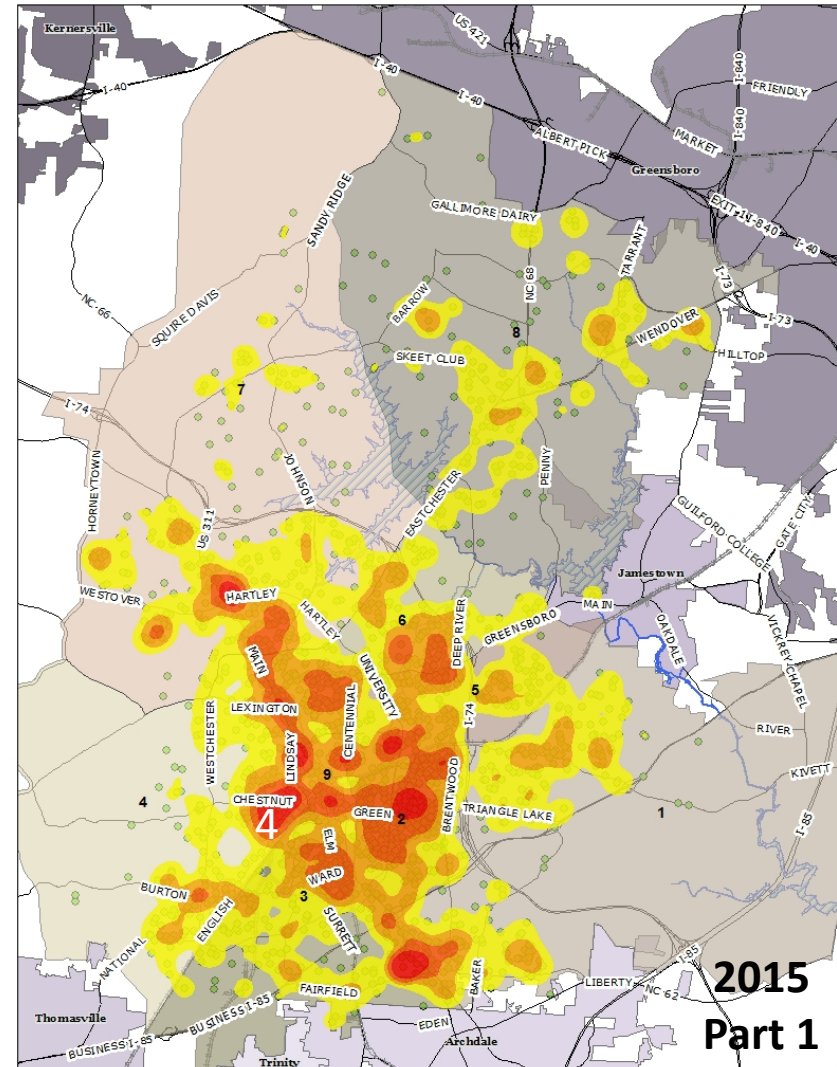
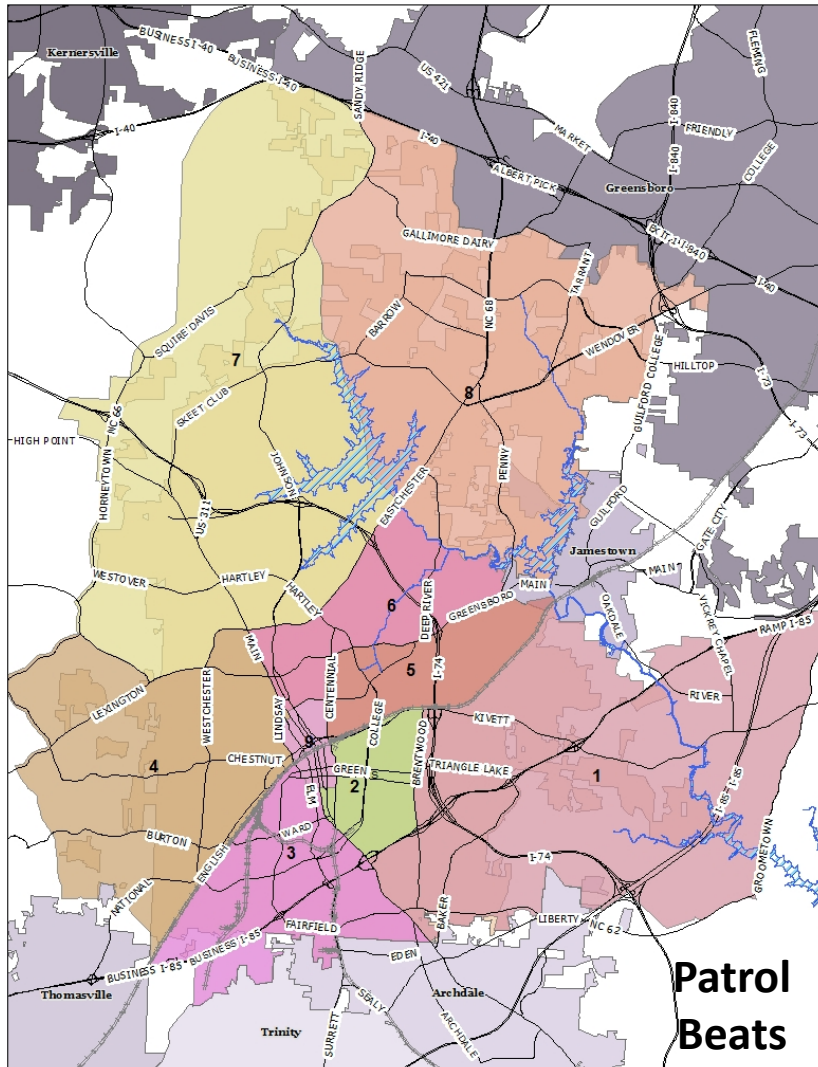
Benchmarking Project

	A	G	H	I	J	K	L	M
1	Benchmarking Project							
2	Interactive Graphing							
3	for Police Services							
4	For FY 2013-14							
5								
6		GREENSBORO	GREENVILLE	HICKORY	HIGH POINT	SALISBURY	WILSON	WINSTON-SALEM
157	Aggravated Assault per 1,000 Population	1.96	3.85	1.67	2.65	3.77	2.87	4.79
158	Part 1 Crimes Against Property per 1,000 Population	40.41	46.00	56.61	39.57	58.20	42.75	55.95
159	Burglary per 1,000 Population	10.45	12.20	11.51	10.32	14.29	9.45	16.80
160	Larceny per 1,000 Population	27.74	32.11	41.27	26.69	40.00	31.26	36.43
161	Motor Vehicle Theft per 1,000 Population	1.80	1.57	3.51	2.33	3.56	1.89	2.72
162	Arson per 1,000 Population	0.43	0.13	0.32	0.23	0.36	0.14	#VALUE!
163	Part 2 Crimes per 1,000 PopulationCapita	57.94	56.57	78.22	30.26	73.50	68.99	154.42
164	Part 1 and 2 Crimes per 1,000 Population	102.3	108.8	138.3	74.4	138.2	116.4	217.6
165								
166	Approximate Clearance Rate of Crimes by type							
167	Part 1Approximate Clearance for Crimes Against Persons	56%	46%	51%	130%	45%	67%	48%
168	Approximate Homicide Clearance Rate	59%	80%	50%	50%	40%	100%	45%
169	Approximate Rape Clearance Rate	43%	53%	65%	122%	67%	50%	65%
170	Approximate Robbery Clearance Rate	55%	46%	35%	78%	38%	60%	35%
171	Approximate Aggravated Assault Clearance Rate	57%	45%	61%	164%	48%	70%	51%
172	Approximate Part 1 Crimes Against Property	33%	28%	30%	61%	27%	41%	29%
173	Approximate Burglary Clearance Rate	18%	24%	12%	41%	16%	35%	19%
174	Approximate Larceny Clearance Rate	39%	30%	36%	68%	31%	43%	35%
175	Approximate Motor Vehicle Theft Clearance Rate	38%	23%	21%	61%	18%	35%	16%
176	Approximate Arson Clearance Rate	35%	27%	23%	88%	25%	29%	NA
177								
178	Traffic Accidents							
179	DMV349 Accidents per 1,000 Population	30.8	41.6	56.5	39.6	54.2	40.9	37.3
180	DMV349 Accidents per Sworn Officer	12.8	19.6	19.4	18.6	22.6	16.9	15.7
181	DMV 349 Accidents per Sworn Traffic Officer	429.7	363.0	757.0	327.5	456.8	401.4	799.6
182	DMV349 Damage per Capita	\$109	\$127	\$204	\$112	na	na	\$113
183	DMV349 Damage per Sworn Officer	\$45,270	\$59,809	\$70,059	\$52,593	na	na	\$47,423
184	DMV349 Damage per Sworn Traffic Officer	\$1,523,327	\$1,106,465	\$2,732,315	\$926,449	na	na	\$2,409,966
185								

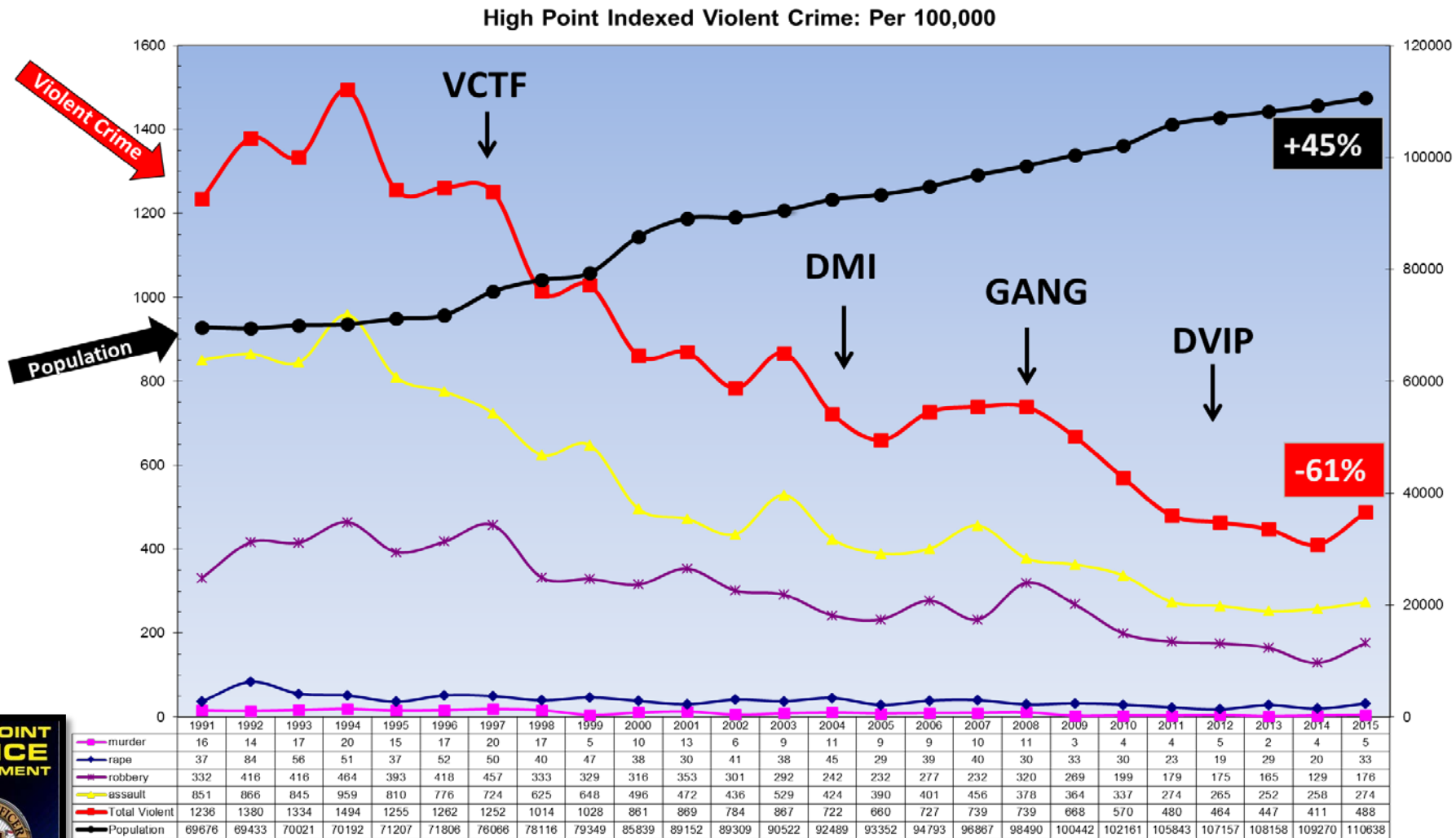
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Crime And The City



Indexed Violence Crime Trend



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Personnel Over The Years

Fiscal Year	Population	Sworn Personnel	Officers per 10,000 population	Staffing Additions
2005-2006	94,793	213	22.47	
2006-2007	96,867	225	23.23	+12 Budgeted
2007-2008	98,490	225	22.84	
2008-2009	100,442	226	22.50	+1 Contract SRO
2009-2010	102,161	226	22.12	
2011-2012	104,371	227	21.65	+1 Contract ABC
2012-2013	107,158	229	21.37	+2 Grant DWI Taskforce
2013-2014	109,270	229	20.96	
2014-2015	110,638	239	21.60	+10 Temporary over hires made permanent

Hiring Freeze



Staffing Study Recommendations

- Using uncommitted patrol time is best method for Community Policing agencies as opposed to officers per 10,000 residents
- IACP recommends between 40-45%, HPPD estimated at 33%
- To reach 42% uncommitted time HPPD would have to add 16 officers
- Request divided over two budget years more reasonable both from funding and hiring standpoint



Patrol Hours Available

- Beginning of 2015 with 229 sworn

Patrol hrs available = 159,840

- Call hrs 50,650

- Self Initiated hrs 28,757

- Admin hrs 28,027

= 52,406

159,840

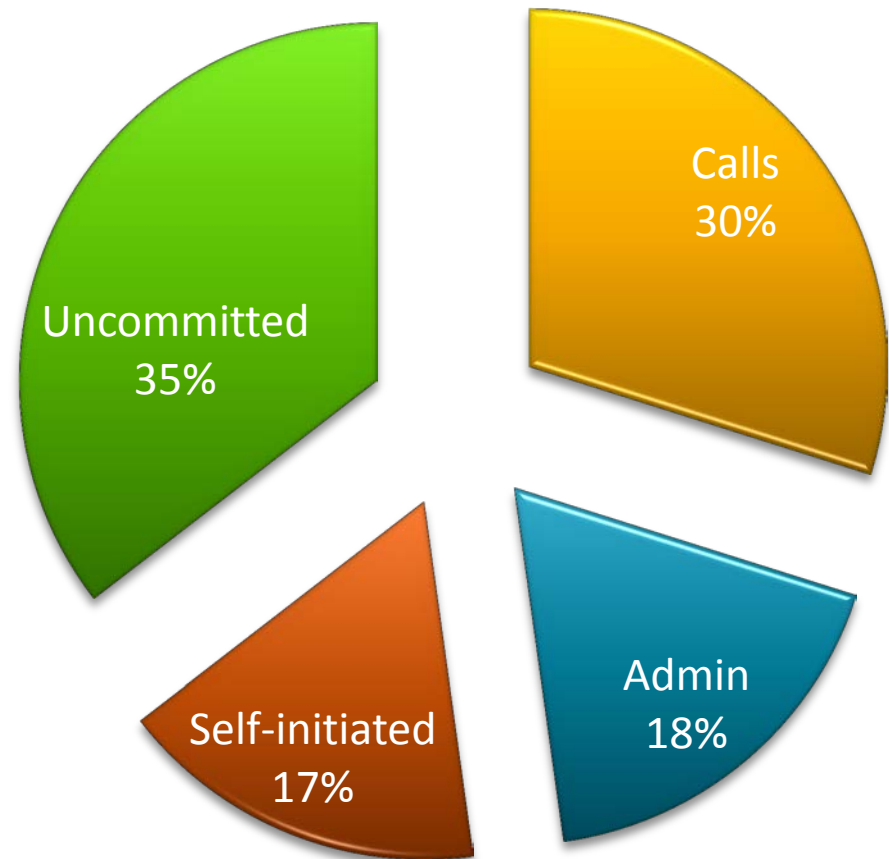
= 33% uncommitted time



Patrol Hours Available

- End of 2015 with 239 sworn

- In April 2015 we moved 6 vacant positions back to patrol adding one to each team
 - 3 from Traffic
 - 2 from Property Crimes
 - 1 from Narcotics
- 18 officers per team



Patrol Hours Available

- 2016-2017 with 8 additional officers = 247

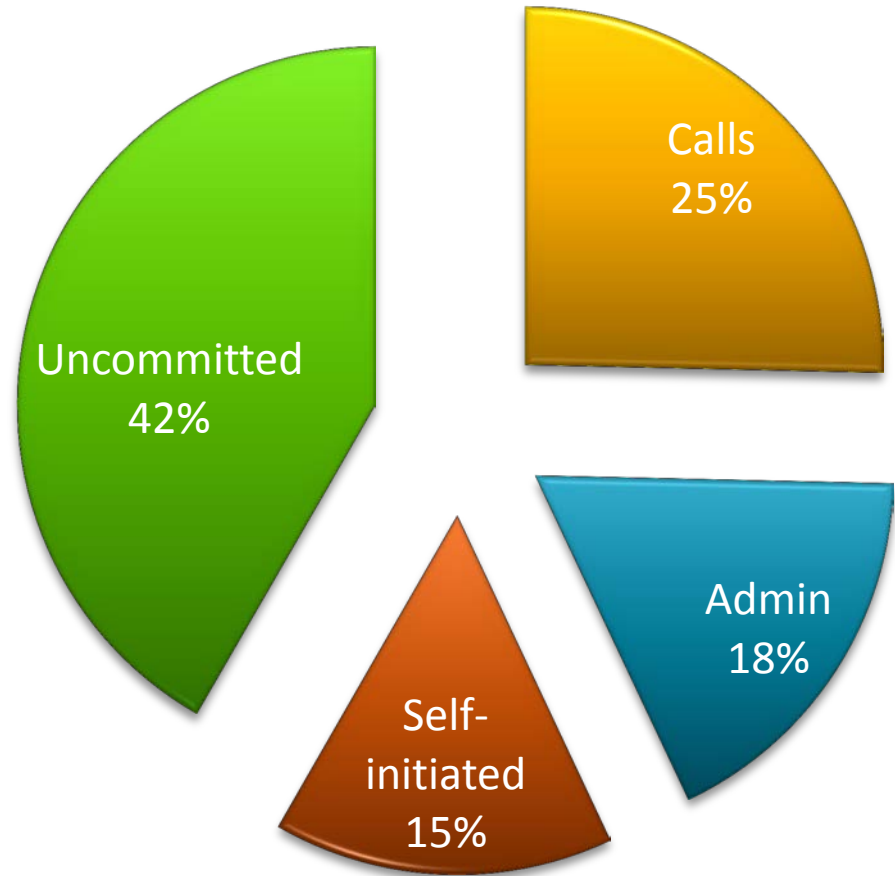
- 19 officers per team
- 6 to patrol teams
 - 1 Narcotics
 - 1 Traffic



Patrol Hours Available

● 2017-2018 with 8 additional officers = 255

- 20 officers per team
- 6 to patrol teams
 - 1 Property Crime
 - 1 Traffic



Firing Range Maintenance Worker

- New position to help maintain and care for the Firing Range
- Last year the range was in use 268 days
- Range Master worked \$33,051 in overtime
- Some maintenance has been postponed so we are blocking off days this year just for maintenance
- Range Master can concentrate on training Range Maintenance Worker on upkeep



Crime Scene Technician

- Adding a crime scene technician will enable us to dedicate one of the existing CST to firearms examinations
- We already have a CST trained that spends 50% of her time on test firing, shell casing, serial number restorations and entries in NIBIN (National Integrated Ballistic Information Network)
- Considering the increase in robbery and assaults last year with firearms a fulltime position is critical



Other Budget Considerations

- No increase requested for overtime
- Not anticipating significant increase in operating budget
- Equitable Sharing Funds Program suspended indefinitely (effective Dec. 21, 2015)
 - 2015 ordered 10 patrol cars \$300,000
 - 2014 in-car cameras \$277,000
- We should be well positioned for a COPS hiring grant in 2016



Questions?

