

Proposal to the Inverness City Council

To Combine

The Inverness Police Department

With

The Citrus County Sheriff's Office

- About Combined Law Enforcement Agencies
- Transition Steps / Combined Services
- Costs / Budgetary Scenarios
- Staffing / Service Level
- Additional Services Provided by the Sheriff's Office

COMBINATION OF LAW ENFORCEMENT SERVICES

*In the past 25 years, 17,000 police departments have been combined into 1,000 “regional” law enforcement agencies. **

What factors are driving consolidation?

- A logical follow-up to consolidation of radio systems, dispatch operations, jails and task forces
- Population mobility and cyber crime
- Cost and complexity of modern technology, equipment and training
- Liability and cost of litigation

* NEIA Associates “Consolidation of Law Enforcement Services in the United States”

COMBINATION OF LAW ENFORCEMENT SERVICES

*In recent years, 17,000 police departments have been combined into 1,000 “regional” law enforcement agencies. **

What are the (potential) negatives

- Loss of local control and identity of the police function
- Future of PD Personnel
- Level of service
- Cost

* NEIA Associates “Consolidation of Law Enforcement Services in the United States”

COMBINATION OF LAW ENFORCEMENT SERVICES

*In recent years, 17,000 police departments have been combined into 1,000 “regional” law enforcement agencies. **

What are the advantages of consolidation

- Improved law enforcement services (scale, training, equipment)
- Reduced liability
- Cost saving

* NEIA Associates “Consolidation of Law Enforcement Services in the United States”

TRANSITION TO COMBINED SERVICE

We have already combined many vital services:

- **Dispatching**
- **Records Management System**
- **Report Transcription**
- **Assistance with major crimes investigations**

TRANSITION TO COMBINED SERVICE

Additional transition steps

- **Combine IPD personnel with Sheriff's Office**
- **Audit and Transfer IPD evidence items to Sheriff's Office**
- **Transfer IPD cars and equipment to Sheriff's Office**
- **Transfer use of the IPD building to Sheriff's Office(?)**
- **Establish a review and reporting channel to facilitate communications between the City and the Sheriff's Office**

COSTS AND BUDGETARY CONSIDERATIONS

APRIL – SEPTEMBER 2004

OCTOBER 1, 2004 – SEPTEMBER 30, 2005

FY 2003 - 2004 APRIL - SEPTEMBER LEASE 3 ADDITIONAL VEHICLES

	NUMBER	AVG \$	TOTAL \$
DEPUTY SHERIFF	10	\$ 30,920	\$ 309,200
COMMUNITY RESOURCE OFFICER	1	\$ 36,667	\$ 36,667
INVESTIGATOR	1	\$ 47,031	\$ 47,031
RECORDS CLERK	1	\$ 14,967	\$ 14,967
TRAFFIC ENFORCEMENT	2	\$ 8,548	\$ 17,096
CROSSING GUARDS	11	\$ 2,569	\$ 28,259
START-UP COSTS (includes 3 Vehicles, laptop computers and mobile radios refurbishing vehicles, wireless service, and miscellaneous expenses)			\$ 58,382
TOTAL (26 POSITIONS, 6 MONTHS)			\$ 511,602

FISCAL YEAR 2005

12 MONTHS OCTOBER 2004 – SEPTEMBER 2005

FY 2004 - 2005 (12 MONTHS)

	NUMBER	AVG \$	TOTAL \$
DEPUTY SHERIFF	10	\$ 60,305	\$ 603,050
COMMUNITY RESOURCE OFFICER	1	\$ 73,479	\$ 73,479
INVESTIGATOR (INVESTIGATIVE COSTS)	1	\$ 95,540	\$ 95,540
RECORDS CLERK	1	\$ 31,115	\$ 31,115
TRAFFIC ENFORCEMENT	2	\$ 16,692	\$ 33,384
CROSSING GUARDS	1	\$ 5,816	\$ 5,816
WIRELESS SERVICES			\$ 7,200
CAD MAINTENANCE			\$ 11,274
TRANSCRIPTION SERVICE			\$ 19,200
EQUIPMENT REPLACEMENT			\$ 20,000
VEHICLE LEASES			\$ 35,300
VEHICLE EQUIPMENT			\$ 7,000
TOTAL (16 POSITIONS, 12 MONTHS)			\$ 942,358

**IPD Budget
For Comparison FY 04**

Current General Fund Budget						943,128
Less: Debt Service (City to cover until complete)						-38,272
Plus: Vehicle Replacement Capital Outlay Budget						53,000
Plus: School Crossing Guard Reimbursement Budget						52,302
						1,010,158
		(half a year)	Divide by 2			505,079

PROJECTED NET SAVINGS TO CITY OF INVERNESS

APRIL - SEPTEMBER 2004	CONTRACT EXPENSE	IPD BUDGET	NET SAVINGS
TOTAL (26 EMPLOYEES 6 MONTHS)	\$ 511,602	\$ 505,079	\$ (6,523)
FISCAL YEAR 2005			
TOTAL (16 EMPLOYEES 12 MONTHS)	\$ 942,358	\$ 1,050,564	\$ 108,206

LEVEL OF POLICE SERVICE

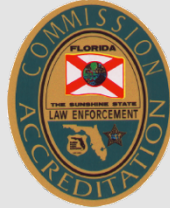
**LEVEL OF PATROL / TRAFFIC SERVICE WILL BE
MAINTAINED**

- **Routine police service to the city will be maintained at same or greater level**
- **Traffic / Parking enforcement will continue at same or greater level**

UCR CRIME INDEX PER 1,000 POPULATION - 5 YEAR TREND					
	1998	1999	2000	2001	2002
Citrus County Sheriffs Office	23.9	22.8	20.9	22.6	21.0
Inverness Police Department	48.1	29.9	-	-	34.2
Crystal River Police Department	116.0	76.3	128.3	114.8	116.2
UCR CLEARANCE RATE					
	1998	1999	2000	2001	2002
Citrus County Sheriffs Office	30.3	29.0	24.8	29.5	35.0
Inverness Police Department	35.7	39.4	0.0	0.0	38.7
Crystal River Police Department	28.9	19.8	24.4	19.4	22.4
http://www.fdle.state.fl.us/FSAC/Crime_Trends/download					

LEVEL OF POLICE SERVICE

LAW ENFORCEMENT RESOURCES WILL BE GREATLY INCREASED



- **FULLY ACCREDITED AGENCY**
- **ADDITIONAL OFFICERS AVAILABLE EVERY SHIFT**
- **CRIMINAL INVESTIGATION DIVISION**
- **CRIMES AGAINST CHILDREN UNIT**
- **COMPUTER / INTERNET CRIMES UNIT**
- **CRIME ANALYSIS FUNCTION**
- **VICE / NARCOTICS UNIT**
- **FULL TIME TRAINING UNIT**
- **FULL TIME CRIME PREVENTION UNIT**
- **MOBILE CRIME WATCH AND COMMUNITY PATROL**
- **SWAT, BOMB AND DIVE TEAMS**
- **AVIATION AND MARINE UNITS**
- **K-9**
- **FULL TIME VICTIMS' ADVOCATES**

STAFFING

All IPD employees will receive conditional offers of employment with the Sheriff's Office at equal or higher pay. Positions will be offered to all employees who meet Sheriff's Office minimum, established hiring standards.

- + Starting Sheriff's Deputy: \$13.22 / hr**
- + IPD Patrol Officers get an increase of at least \$3,800 / yr.**
- + Florida Retirement System**

Personnel Quality Assurance

INTENSIVE BACKGROUND INVESTIGATION AND PRE-EMPLOYMENT TESTING

- **INCLUDES PERSONAL INVESTIGATION OF PREVIOUS FLORIDA LAW ENFORCEMENT EMPLOYMENT**
- **INCLUDES TRUTH VERIFICATION ANALYSIS (CVSA)**
- **INCLUDES PSYCHOLOGICAL TESTING BY A LICENSED FORENSIC PSYCHOLOGIST WITH EXTENSIVE BACKGROUND IN DEALING WITH LAW ENFORCEMENT OFFICERS**
- **INCLUDES A PHYSICAL FITNESS REQUIREMENT TO BE ELIGIBLE FOR HIRE**
- **EXTENSIVE PHYSICAL EXAMINATION**

Enhanced Training Opportunities

- **INITIAL ORIENTATION IN HUMAN RESOURCES**
- **FOURTEEN (14) WEEKS FIELD TRAINING PROGRAM WITH CERTIFIED TRAINERS**
- **ANNUAL MINIMUM 40 HOUR GENERAL TRAINING**
- **F.A.T.S. (FIREARMS AUTOMATED TRAINING SYSTEM)**
- **CPR / AED CERTIFICATION**
- **SPECIALIZED TRAINING RELATED TO POSITION**
- **SPECIALIZED TRAINING FOR SPECIALTY UNITS: DIVE TEAM; SERT TEAM; K-9; BIKE PATROL; COMMUNITY RESOURCE; SCHOOL RESOURCE OFFICERS; INTERVIEWS & INTERROGATIONS FOR DETECTIVES, ETC.**
- **S.P.I.; F.B.I.; F.D.L.E.**
- **EDUCATIONAL SALARY INCENTIVE**
- **EDUCATIONAL TUITION REIMBURSEMENT**

Stability of CCSO Workforce

- **THE SHERIFF'S OFFICE HAS A VERY LOW EMPLOYEE TURNOVER RATE**
- **28 CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 10 YEARS**
- **44 CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 15 YEARS**
- **17 CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 20 YEARS**
- **AN INFORMAL SURVEY REVEALED THAT AT LEAST 15 CURRENT DEPUTIES WERE BORN AND RAISED IN THE CITY OF INVERNESS.**



SUMMARY

- We are not outsiders. We work here, we live here and we would be proud to serve the City of Inverness.
- By combining resources with the Sheriff's Office, law enforcement services for the citizens of Inverness will be significantly enhanced.
- IPD staff, when combined with the Sheriff's Office, will enjoy higher pay, increased benefits and opportunity for advancement.
- The City of Inverness will save more than \$100,000 the first full year. This alternative is much less expensive than continuing on your present course.