# **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 department 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 department 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 ADDITIC	DNA	AL VEHICLE	S	
	NUMBER		AVG \$	Т	OTAL \$
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

			11200				
	DEDUT	000	DETEOTI		TRAFFIC	CROSSING	START-UP
	DEPUTY	CRO	DETECTIVE	CLERICAL	ENFORCEMENT	GUARD	COSTS
Outfitting Deputy Costs:							
Uniforms (includes leathers)	1,000	1,000	1,000		300	300	
Physicals, Psychological, Polygraph,							
and Credit Checks	450	450	450	300	300	300	
Office Supplies	50	50	50	100	50		
Miscellaneous Supplies	400	400	400		400		
Weapons (AR-15 and Taser)	1,200	1,200					
Ammunition	70	70	70				
Vehicle Costs:							
Vehicles-3 (Lease \$588 / mo each, 6 m	onths )						10,584
Outfitting 3 Vehicles as Follows							9,798
Striping							
Tags							
Sirens, Strobes and Light Bar							
Installation of Sirens, Strobes and	Light Bar						
Cage							
Rear Seat Replacement							
Laptop Computers and Modems							6,000
Mobile Radio							8,000
Miscellaneous Costs:							
Liability Insurance	500	500	500	150	300	300	
Vehicle Fuel and Oil	2,000	2,000	2,000		1,000		
Vehicle Maintenance	500	500			300		
Pagers		100					
Cell Phone			300				
Refurbish current vehicles							10,000
Wireless Services							4,000
Deputy Transition & Training Expense	s						10,000
Total	6,170	6,270	6,570	550	2,650	900	58,382
	0,110	0,210					00,001
Personnel services average	24,750	30,397	40,461	14,417	5,898	1,669	
Sub Total		36,667					58,382
# positions	10			1	2	11	
Sub Total	309,200	36,667	47,031	14,967	17,096	28,259	58,382
GRAND TOTAL							511,602

#### FISCAL YEAR 2005

#### **12 MONTHS OCTOBER 2004 – SEPTEMBER 2005**

FY 2004 - 2005 (12 MONTHS)					
	NUMBER		AVG \$	T	OTAL \$
DEPUTY SHERIFF	10	\$	60,305	\$	603,050
COMMUNITY RESOURCE OFFICER	1	\$	73,479	\$	73,479
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INVESTIGATOR (INVESTIGATIVE COSTS)	1	\$	95,540	\$	95,540
RECORDS CLERK	1	\$	31,115	\$	31,115
	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

12 MONTHS - FY 2005									
	DEDUD/	600	DETECTA		TRAFFIC	CROSSING	RECURRING		
Outfitting Deputy Costs:	DEPUTY	CRO	DETECTIVE	CLERICAL	ENFORC	GUARD	EXPENSES		
	550	550	550		150	450			
Uniforms (includes leathers)	550	<u>550</u> 350	350		190	150			
Physicals	350			000	400				
Office Supplies	100	100		200	100				
Miscellaneous Supplies	200	200			200				
Ammunition	70	70	70						
Miscellaneous Costs:									
Liability Insurance	1,200	1,200	1,200	300	600	600			
Vehicle Fuel and Oil	4,000	4,000	-		2,000				
Vehicle Maintenance	1,000	1,000	1,000		600				
Vehicle Tags	55	55			55				
Vehicle Insurance	1,200	1,200	1,200		1,200				
Pagers		200	200						
Cell Phone			600						
Training		1,000	1,000						
Investigative Supplies			1,000						
Wireless Services							7,20		
CAD Maintenance							11,27		
Transcriptionist service							19,20		
Miscellaneous Replacement Expenses									
Replacement vests, radios, lap	tops, etc.)						20,00		
Vehicles (5 Leases @\$588.33 /	mo)						35,30		
Vehicle equipment (3,500. X 2)							7,00		
Total	8,725	9,925	11,525	500	4,905	750	99,974		
i otai	0,120	9,920	11,525	500	4,500	750	35,37		
Personnel services average	51,580	63,554	84,015	30,615	11,787	5,066			
Sub Total	60,305	73,479	95,540	31,115	16,692	5,816	99,97		
# positions	10	1	1	1	2	1			
Sub Total	603,050	73,479	95,540	31,115	33,384	5,816	99,97		
GRAND TOTAL							942,358		

	·		IPD Bu	udget	
		For C	Compar	rison FY 04	
Current Ca					042 420
Current Ge	neral Fur		agei		943,128
Less: Deb	t Service (	(City to	o cover	until complete)	-38,272
Plus: Vehic	e Replace	ment	Capital	Outlay Budget	53,000
Plus: Sch	ool Crossi	ng Gu	ard Rei	mbursement Budget	52,302
					1,010,158
	(half a y	vear)	Divide	by 2	505,079

PROJECTED NET SAVING	SS T		)F	NVERNES	S	
		NTRACT				NET
APRIL - SEPTEMBER 2004	EXI	PENSE	IPI	D BUDGET	S	AVINGS
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

JARY 1, 2003 - DEC		EMBER	21, 20	003 IN-S	SERV	ICE HO	URS			
LLS MEALS	UNIT	OFF-DU	ITY	REPO	RT	AVAI	L	MIS	C	TOTAL
7 99% 0	9901	0		0		0	1%	0		8
32 22% 0	9902	0		0		259	71%	27	7%	368
0 41% 0	9906	0		0		144	54%	15	6%	268
8 32% 4 0%	9903			21	2%	415	42%	235	24%	994
40 58% 3 1%	9905	0		5	2%	91	38%	2	1%	241
04 56% 30 4%	9907	8	1%	65	9%	151	21%	60	8%	718
4 56% 39 2%	9908	0		78	4%	598	33%	70	4%	1,799
57    18%    66    8%	9909	0	0%	3	0%	535	62 <b>%</b>	107	12%	868
3 37% 7 1%	9910	0		14	1%	541	50%	112	10%	1,077
70 55% 4 0%	9911	0		23	2%	494	41%	19	2%	1,211
26 51% 18 1%	9912	0		58	3%	752	41%	64	4%	1,818
2 60% 50 3%	9914	0		120	7%	400	24%	107	6%	1,688
52 47% 42 2%	9915	0		150	8%	750	41%	37	2%	1,830
38 52% 28 2%	9916	0		64	4%	720	42%	24	1%	1,724
01 51% 87 4%	9917	0		123	6%	661	34%	86	4%	1,948
4 57% 33 2%	9918	0		73	4%	637	36%	28	2%	1,784
43 48% 30 2%	9919	0		75	6%	563	42%	35	3%	1,346
61 41% 17 4%	9920	0		33	8%	171	43%	11	3%	393
<b>49% 459 2%</b>	FOTAL	8	0%	906	5%	7882	<b>39</b> %	1037	<b>5</b> %	20,081
9	NK AVG			18		158		21		402
	AVG SHIF									10.0

	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
Crystal River Police Department	28.9	19.8	24.4	19.4	22.4
http://www.fdle.state.fl.us/FSAC/Cri	me_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
- <u>28</u> CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 10 YEARS
- <u>44</u> CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 15 YEARS
- <u>17</u> CURRENT DEPUTIES HAVE BEEN EMPLOYED FOR MORE THAN 20 YEARS
- AN INFORMAL SURVEY REVEALED THAT AT LEAST <u>15</u> 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.