

Staff Paper #8:

Police Staffing

ISSUE: INCREASED POLICE DEPARTMENT STAFFING

The Modesto City Council has committed to increase Police staffing towards 1.85 officers per thousand population. The staffing plan is to add Police personnel in FY 04/05 to achieve 1.35 officers per thousand.

The anticipated cost of the additional personnel, both sworn and support staff, in the 2004/05 budget is \$2,161,910.

1 Lieutenants	\$128,101
1 Sergeant	\$108,615
1 Detective	\$93,899
12 Officers	\$1,009,680
3 Community Service Officers	\$170,181
4 Police Clerks	\$182,796
1 Animal Control Officers	\$53,522
1 Property & Evidence Spec	\$51,060
EBF Increase	\$93,056
One time costs (equipment & vehicles)	\$271,000
TOTAL	\$2,161,910

CURRENT PRACTICE:

The ongoing general fund cost of the additional personnel will be \$1,890,910 annually.

COUNCIL OPTIONS:

OPTION 1:

Hire twenty-four additional police personnel to be funded by the general fund.

OPTION 2:

Included in these 24 positions are 10 positions that were “unfunded” in FY 02. Option 2 is to reallocate all of these positions throughout fiscal year 04/05.

4 Officers 9/1/04	\$252,420
4 Officers 1/1/05	\$178,280
1 Police Clerk 1/1/05	\$ 22,850
1 Animal Control Officer 7/1/05	\$ 53,522
EBF	\$ 29,140
One time costs (equipment & vehicles)	\$ 70,400
TOTAL	\$606,612

Annual costs for the positions will be \$ 811,195 beginning 05/06 and would be funded by the general fund. This amount does not include any negotiated salary and benefit increases.

Option 3:

Reallocate half of the unfunded officer positions and the civilian positions throughout the 04/05 fiscal year.

2 Officers 9/1/04	\$126,210
2 Officers 1/1/05	\$ 84,140
1 Police Clerk 1/1/05	\$ 22,850
1 Animal Control Officer 1/1/05	\$ 26,761
EBF	\$ 14,999
One time costs (equipment and vehicle)	\$ 55,200
TOTAL	\$330,160

Annual costs for the positions will be \$ 456,927 beginning 05/06 and would be funded by the general fund. This amount does not include any negotiated salary and benefit increases.

RAMIFICATIONS:

The Modesto City Council has committed to moving the staffing of the Modesto Police Department to 1.85 sworn per thousand population. The Department has presented its staffing plan in order to achieve the 1.85 sworn to population ratio by the 2014/2015 fiscal year. Not moving to the 1.35 sworn staff per thousand in the next fiscal year as outlined in the staffing plan will cause a considerable delay in achieving the 1.85 goal set by Council.

Impacts to no increase in staffing may include an increase in gang activity, an increase of drug related criminal activity and increases in other violent crime in the City of Modesto. The proliferation of methamphetamine use, aggravated assaults and calls for service of a non-emergency nature will increase response times to all but the most serious calls. Delayed response impacts the department's ability to deliver a safe and efficient level of service to the community.

Insufficient staffing coupled with excessive calls for service will result in a disenfranchised community who will no longer participate in a community oriented policing model. The citizens of Modesto have a clear expectation of their police department and without additional staffing, we will be unable to meet those expectations.

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