

## **2020-21 Police Budget Increase Requests**

### **Number One Priority – Additional Police Sergeant Position (2020)**

Explanation: The Northfield Police Department currently has 23 sworn police officers. Until last year with the addition of the investigator position, the Northfield Police Department had not increased the number of police officers since 2000. In the meantime, the demand on the department and our officers has continued to increase. There was discussion on adding the investigator and sergeant position last year, but the sergeant was pushed off to this year, the department seeks to add that Sergeant position in 2020.

The Department seeks to increase Supervision. Supervision is important to all organizations and crucial in law enforcement. Questions on policy and procedures for handling calls, monitoring of performance, coaching, training, and counseling, as well as handling scheduling and citizens' concerns are all important supervisory functions handled by the sergeants.

There are currently three Patrol Sergeants; two of those Sergeants work night shifts and one works day shift, leaving about 25% of the time without a scheduled Patrol Sergeant. This coverage leaves significant gaps in supervision. With the addition of another Sergeant to work day shift, 24-hour scheduled supervisor coverage would be achieved. The Chief, Deputy Chief, and Sergeant of Investigations are currently spending significant time away from their duties supervising day shift patrol operations, as well as covering administrative duties that could/should be performed by an additional day shift Sergeant. On weekends we currently have a senior officer who covers some of these duties, and a supervisor can be called at home if necessary, but that doesn't replace the effectiveness of actually having a supervisor working and providing supervision.

The supervisor is also available to handle calls as needed as well or to serve as a backup officer. This supervisor position will also be used for coverage when one of the two dayshift officers is off at training or using benefit time. Currently, overtime is needed to have a second officer working when the other takes time off.

#### **Budget Increase Amount:**

If a Sergeant is added, the salary and benefits of the Sergeant would be about \$131,000 for the first year, and applicable step increases after that.

### **Second Priority - Capital Equipment Police Radio Replacement (2020-2021)**

The current radios in use by the police department have been discontinued by the manufacturer many years ago. While most of them still function, we are having difficulty finding replacement parts when one breaks. Additionally, the interoperability of the radios is becoming an issue as more counties in our area move to encrypted channels for police operations. While the Rice/Steele Dispatch center does not have a plan for this, Hennepin County is switching over in 2020, Scott County in 2022, and Dakota County has started encrypting some channels with the intent of completing a larger switch in the future. As other departments switch over, interoperability will become a challenge. Since the current radios are discontinued and new ones will allow future compatibility, it is important to address this issue soon. The Rice County Sheriff's Office is addressing this issue and looking at replacement next year as well. Replacement costs

for all officer and squad radios will be approximately \$190,000. This estimate does not include the reserve officer radios, but we feel we can get by with those and the old officer radios as spares for a while.

We have re-evaluated and re-organized the Police Vehicle CEP. The benefits of the garage at the new Police Department, as well as improved equipment replacement will allow us to use our squads more years and still replace them before significant mechanical expenses are expected. There are many benefits including an estimated 10 year savings of over \$280,000 and no expected squad replacement in 2020.

The previous Vehicle CEP had 2020 vehicle replacement of \$117,420. With this amount removed from the Vehicle CEP, Portable Radios could be purchased in 2020 for approximately \$115,000 with little effect on the Overall CEP. Similarly, the difference between the previous 2021 Vehicle CEP and the updated 2021 Vehicle CEP would allow for the purchase of Mobile Radios and two Squads with an approximate \$35,000 dollar savings.

With the proposed CEP updates and proposed purchases, this project would not increase the overall CEP budget.

Budget Increase Amount: Total Project Cost - \$190,000

- 2020 Officer Portable Radios = \$115,000
- 2021 Squad Mobile Radios = \$75,000.

### **Third Priority - Capital Equipment Increase for Body Cameras (2021)**

Explanation: The Police Department requests funds to purchase Body Camera Systems and related Data Storage and Software. The proposed system would include body cameras, chargers, docking stations, and related software and updates. This system mates with the current WatchGuard squad camera systems in use by the department. The proposed costs include the equipment necessary for IT to increase server/data storage for the increased video.

Today's society and the court system are demanding more accountability from law enforcement. Use of body cameras is a great tool to aid law enforcement in producing better evidence, while also being more accountable to their community.

Budget Increase Amount:

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| - <b>WatchGuard 4RE-VISTA</b> , body cameras and related chargers, docking stations, and software. | \$24,555        |
| - <u>Servers and drives for proper data storage</u>  | <u>\$35,000</u> |
| Total Estimated cost   | \$59,555        |

### **Fourth Priority – Personnel Increase/Evidence Technician (2021)**

Explanation: If body cameras are purchased, the increased volume of digital video data and the related management challenges will likely require increased staffing in the Evidence Section. Many departments who are using body cameras have increased staffing to appropriately store, manage, copy, and redact the associated digital video. If the Department invests in body

cameras, we will likely need to budget for another Evidence Technician to properly manage all the additional digital media.

Budget Increase Amount:

Evidence Technician – Fulltime w/Benefits: \$81,869

Evidence Technician – Halftime w/Benefits: \$45,837