

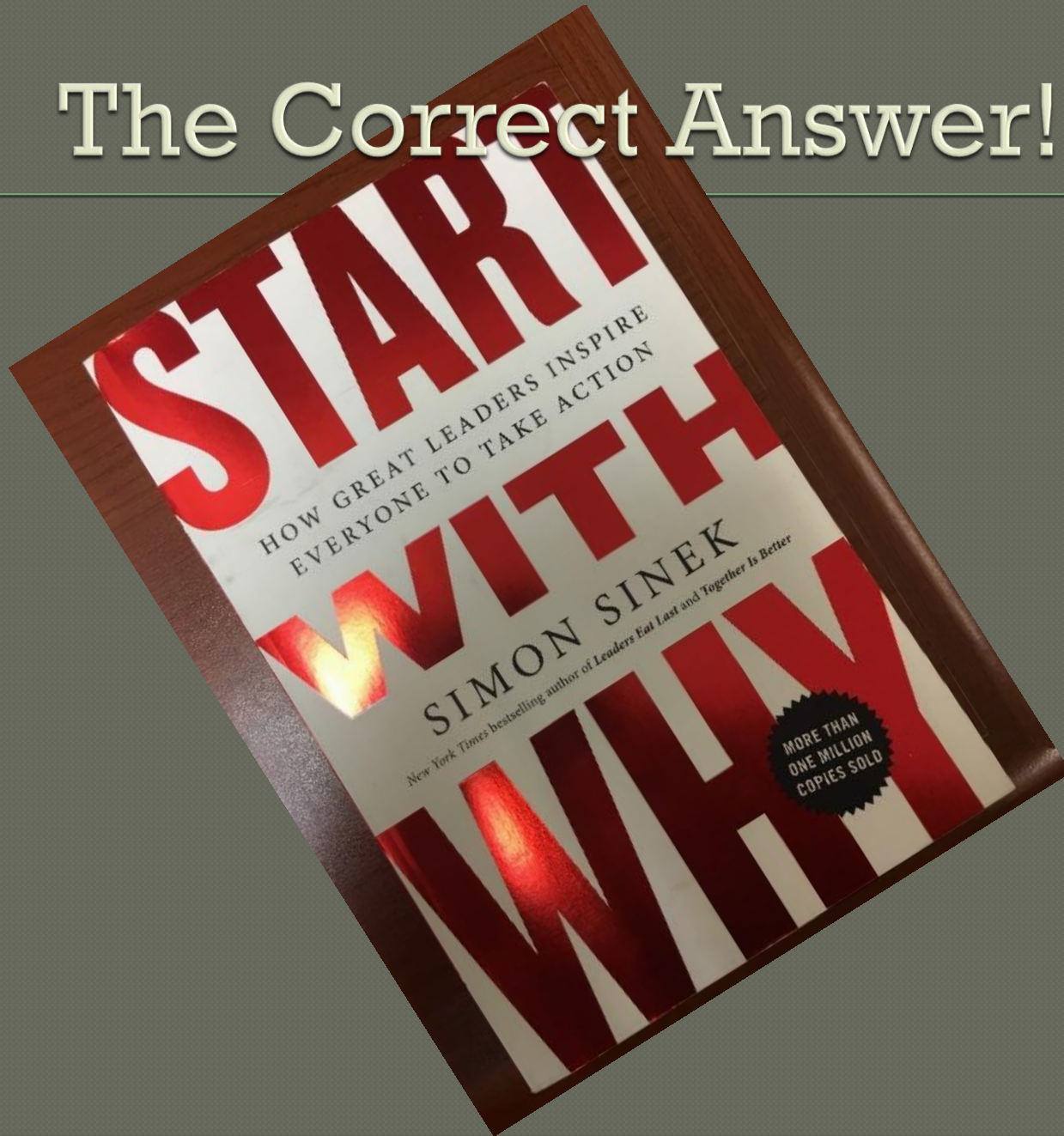
San Luis Police Department 2020 Budget Retreat



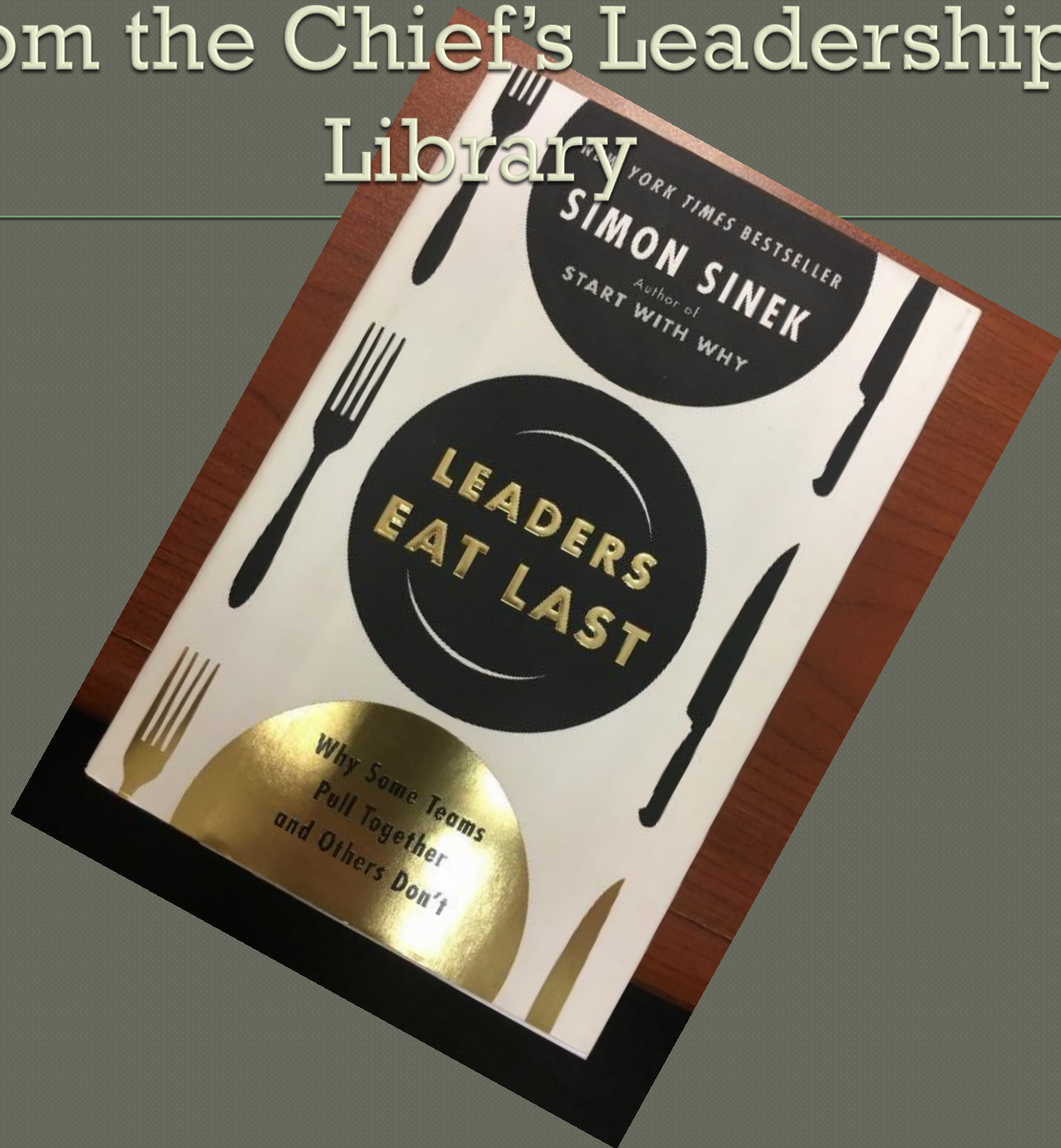
Quiz: For the Starbucks Gift Card

- Name the Leadership book that was referenced in this power point from the Chief's Leadership Library at last years budget retreat?

The Correct Answer!!!



From the Chief's Leadership Library



Softer Gentler SLPD



The Chief Hits the Wall



School Active Shooter Trainings



What's different about it?

- Single or multiple
- Short or long duration
- Involves active shooter
- Unpredictable
- Requires immediate action
- No time for a response

Career Fairs



City 5K Walk Run



No Shave November



City Events





San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar One - Building Trust and Legitimacy**
- The SLDP culture should be to:
- **Embrace a guardian, rather than warrior, mindset to build trust and legitimacy both within the department and with the public.**
- **Adopt procedural justice as the guiding principle for internal and external policies and practices.**
- Establish a culture of transparency and accountability to build public trust and legitimacy.
- Proactively promote public trust by initiating positive enforcement activities to engage communities.
- Consider the potential damage to public trust when implementing crime fighting strategies.
- Track the level of trust in police by their communities just as they measure change in crime. Annual community surveys can measure how policing in that community affects public trust.
- Strive to create a workforce that encompasses a broad range of diversity including race, gender, language, life experience and culture.



San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar Two - Policy and Oversight**
- The SLPD community should:
 - Collaborate with community members, especially those affected by crime, to develop policies and strategies.
 - **Have clear and comprehensive policies on the use of force, mass demonstration, consent before searches, gender identification, racial profiling, and performance measures.**
 - **Periodically review policies and procedures, conduct non-punitive peer reviews of critical incidents with their communities.**
 - Adopt identification procedures that implement scientifically supported practices that eliminate or minimize bias or influence.
 - Collect, maintain, and analyze demographic data on all detentions
 - Refrain from requiring officers to issue a predetermined number of tickets, citations, warnings, arrests, or summons. Utilize officer and supervisory discretions whenever possible to minimize internal and external community complaints within the law that does not compromise ethical, moral, or lawful duties.



San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar Three - Technology and Social Media**
- SLPD should:
- Consult with the national standards of research and development of new technology including auditory, visual, and biometric data and the development of segregated radio spectrum. **Utilize the effectiveness of social media communication via Facebook, Twitter, Instagram, etc. to effectively communicate with public interests.**
- The compatibility, interoperability, and implementation of technology should maintain civil and human rights protections.
- **Adopt model policies and best practices for technology based on community engagement that increases trust and access.**



San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar Four - Community Policing and Crime Reduction**
- SLPD should:
 - Work with residents and businesses to identify problems and collaborate on implementing solutions that produce meaningful results. Develop and adopt policy and strategy that reinforce the importance of community engagement.
 - **Develop educational and school programs that benefit the Elementary, Middle School and Jr. High, and High Schools that create partnerships in working with students and staff which promote trainings in Active Shooter, Emergency Lock Downs, Policy and Procedures, PTO meetings, and positive role models from the departments sworn personnel with events and speaking engagements.**
 - Engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations.
 - **Support a culture and practice of policing that reflects the values of protection and dignity of all.**
 - Avoid using law enforcement tactics that unnecessarily stigmatize youth and marginalize their participation in schools and communities. Affirm and recognize the voices of youth in community decision making, facilitate youth participation in research and problem solving, and develop and fund youth leadership training and life skills through positive youth/police collaboration and interactions.



San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar Five - Training and Education**
- SLPD personnel must be:
 - Trained and capable to address a wide variety of challenges including international terrorism, evolving technologies, rising immigration, changing laws, new cultural mores, a growing mental health crisis, and address the individual success and leadership capabilities of each officer in the areas of legal, ethical, and moral accountability to the department and the community.
 - Dedicated to engaging community members, particularly those with special expertise, in the training process and provide leadership training to all personnel throughout their careers.
 - **Actively encourage and provide training for all personnel to continue higher educational goals in order to promote or become specialized in an area of expertise.**
 - **Actively participate in a postgraduate institute of policing for senior executives within the department with curriculum that prepares participants to lead agencies in the 21st century.**
 - Including Crisis Intervention Training (CIT) in the Peace Officer and Standards Training (POST) boards which equips officers to deal with individuals in crisis or living with mental disabilities, disease addiction, implicit bias and cultural responsiveness, policing in a democratic society, procedural justice and effective social interaction and tactical skills.



San Luis Police Department

The Six Pillars of 21st Century Policing

- **Pillar Six - Officer Wellness and Safety**
- SLPD will be expected to:
 - Promote wellness and safety at every level of the organization. This includes the physical, mental, and emotional fitness of the individual officer to assure that they are capable of performing at optimal levels which are required as departmental and public expectations.
 - Physical – To promote a healthy lifestyle as it relates to personal fitness by providing a fitness and training room in which all levels of sworn and non sworn can work out during their scheduled work shifts. Offer training materials and nutritional information to promote healthy eating and lifestyle.
 - Mental – To offer counseling for personal events related to marriage, crisis management for events related to work, and faith based alternatives for every sworn and non sworn personnel.
 - Emotional – To offer guidance in mental awareness programs that leads and promotes work place stability and consistency.
 - Adopt policies that require officers to wear seat belts, bullet-proof vests, and provide training and awareness of the consequences of failing to do so.

SLPD Stats

- ◎ 2014 - 23,219
- ◎ 2015 - 23,186
- ◎ 2016 - 21,753
- ◎ 2017 - 20,688
- ◎ 2018 - 23,113
- ◎ 2019 - Almost 10,000 for 1/3rd of year.

SLPD Dispatch Stats

- 2018
- Police: Service Calls = 29,393
911 Calls = 6,597
- Fire: Service Calls = 4,213
911 Calls = 1,314
- Other 911 Calls = 8,916
- Total Calls for Service = 56,296

Demographic

- 2018 – 38,628
- 2020 - 41,894
- 2024 - 45,121

- SLPD Sworn = 40. **1:965**
- Average daily crossing: 22,000. **1:1,515**
- DOJ & FBI officer to population ratio: 1.7-2.3 per 1000.
- **1.7 per 38,628 = 65**
- **National Average = 16.8/10000 or 1-595**

Demographic

- ◉ July 1, 2018 Population Estimates
- ◉ July 2, 2017 AACOP Officer Stats

- ◉ Douglas; 16,400/35 1/468
- ◉ Nogales; 22,680/64 1/436
- ◉ Sierra Vista; 45,359/61 1/743
- ◉ Sahuarita; 30,575/44 1/694

- ◉ Florence; 27,507/29 1/948

Personnel

- ◎ 10 Additional Police Officers
- ◎ Reclassify Records Admin. Coordinator to Records Supervisor.
- ◎ 1 additional records clerk position
- ◎ 1 additional dispatcher (may be included in EMS proposed budget).

Staff Increases

- ◎ **Sworn Staff Increase of 10 new officer positions**
 - Assist with the demands of the growing community and brings us in line with recommended officer to population increases.
 - Reduction in calls for service response times.
- ◎ 2017 – 20,688
- ◎ 2018 – 23,113
- ◎ 2019 – Almost 10,000 for 1/3rd of year.

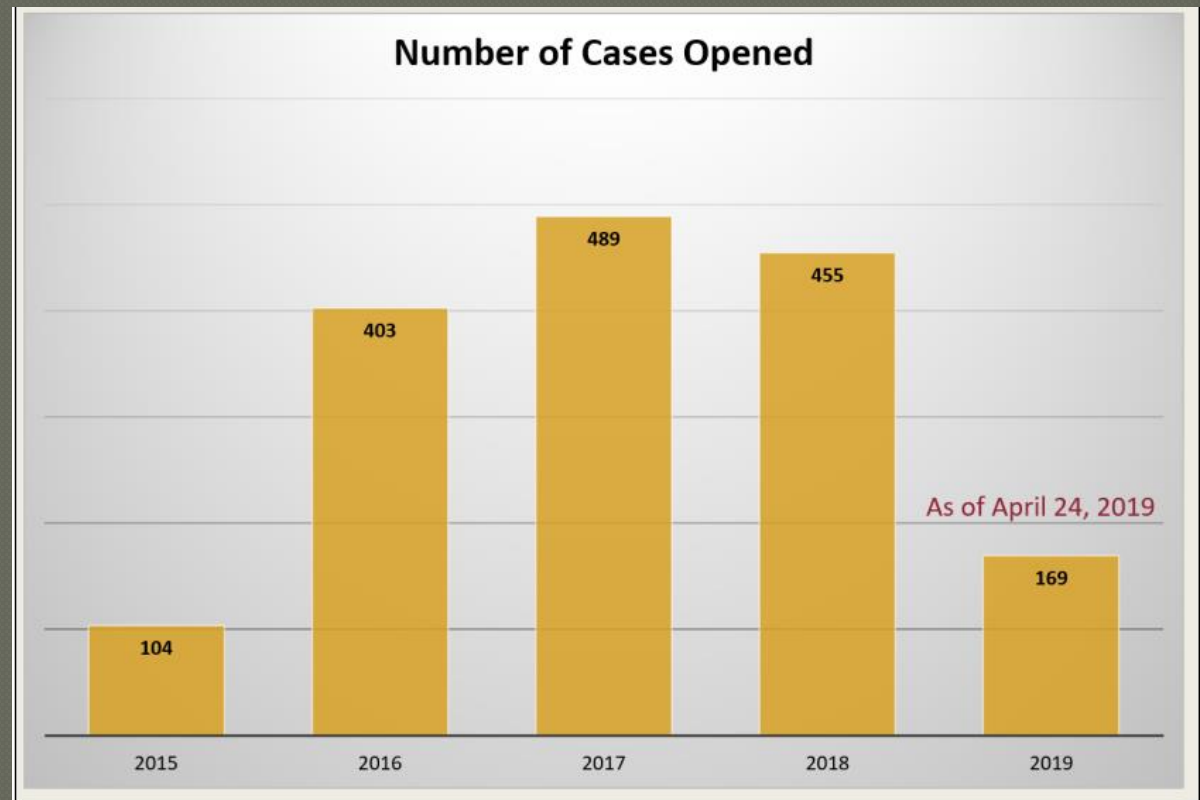
**Potential calls for service
30,000**

Staff Increases

- Sworn Staff Increase of 10 new officer positions
 - Assist City Prosecutor with follow up investigations.

Potential case Load

507



Staff Increases

- **Sworn Staff Increase of 10 new officer positions**
 - Assist City Court with needed resources.
 - Additional SRO for school programs.
 - Task force assignments
 - Optimal span of control for Patrol, motors, detectives, etc. (Span of control is defined as 1 supervisor to every 3-7 employees, optimal is 5!! Based on Federal recommendations Emergency Management Protocol)

Budget Increases

- ◎ Other Supplies – (evidence supplies and storage per audit standards) \$5000
- ◎ External Printing-(cost of forms and usage increase i.e. booklets, etc.) \$2500
- ◎ Vehicle Maintenance-(fleet is older and costs of repairs will be higher) \$10,000

Budget Increases

- ◉ Gas and Oil-(increase costs due to staff and vehicle increases, calls for service and miles driven) \$10,000
- ◉ Building Maintenance-(temperature control setup and drug disposal for evidence to bring up to audit standards) \$8000
- ◉ Maintenance other-(K9 cement slabs for home kennels) \$2500

Budget Increases

- ◎ Vehicle/Equipment Supplies-(equipment for rifles stored while on patrol includes lights) \$2000

CIP FY 2020

- ◉ Body and vehicle Camera's. (H2507)
- ◉ Gas Masks per OSHA regulations. (None)
- ◉ Riot equipment. (3 shields total)
- ◉ Tasers. (current will not be serviceable)
- ◉ Evidence Vehicle Garage. (audit recommendation, exposure, security)
- ◉ Drying Cabinets for Evidence. (audit standards)
- ◉ City tower cameras need replacing.

SLPD 2019-2024 Master Plan Synopsis

- ◉ Included in packet starting at page 11.
- ◉ Highlights:
 - ◉ Arizona Law Enforcement Accreditation Program;
 - ◉ Audits of SLPD Dispatch and Records Divisions

SLPD 2019-2024 Master Plan Synopsis

- ◉ Additional Sworn Officers (pg. 15)
- ◉ 20 year projection of Sworn Officers (pg. 16)
- ◉ Projected projects and costs (pg. 17)
- ◉ Vehicle Replacement Program (pg. 18)
- ◉ Department Improvement Plan for Administration Division, Support Services Division, and Patrol Division.
- ◉ Audit Updates.