

Council Business Meeting

November 2, 2021

Agenda Item	Follow Up on Police General Fund Discussion	
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SUMMARY

The police department is bringing additional information to Council in reference to staffing, budget and service levels.

POLICIES, PLANS & GOALS SUPPORTED

Per Council's request

PREVIOUS COUNCIL ACTION

On September 20, 2021 staff offered Council information on the Ashland Police Department's (APD) current staffing levels and what staffing levels are needed to adequately serve the community.

BACKGROUND AND ADDITIONAL INFORMATION

The Ashland Police Department has operated, for many years, with a supervisor (sup) and three officers assigned to each of four patrol teams. Two teams patrol on opposite day shifts, working 7:00 a.m. to 7:00 p.m., and two patrol on opposite night shifts, working 7:00 p.m. to 7:00 a.m. Given that there is often one officer off on vacation, sick or in training, operationally this leaves the teams deploying with a sup and two as a minimum staffing level. With a sup and two on duty at any given time, APD can respond to one critical incident at a time, allowing officers to meet the standard of having at least two officers present for each potential suspect they are encountering.

Police staffing levels are fluid, with needs changing and staffing assignments shifting between various divisions within the police department. It has been our goal to maintain a supervisor (sup) and 4 officers on each of the four patrol teams, while also supporting our detectives, traffic officer, Central Area Patrol (CAP) team as well as supporting a regional task force assignment and supporting our relationship with the Ashland School District via a School Resource Officer (SRO). For APD to adequately staff all of its divisions, long term, and support our partner agencies in an equitable manner, APD would need an authorized strength of 32 officers. This would allow us to have a sup and 4 on each of the teams, allowing minimum staffing of a sup and 3, which gives us much better ability to handle two critical incidents simultaneously.

With our current authorized strength of 28 (not including the two that we are authorized because of the Talent contract), we can deploy:

- 1 Chief
- 1 Deputy Chief
- 1 Patrol Lieutenant
- 5 Sergeants (4 uniform and 1 detective) (currently we have 1 vacancy)
- 1 CAP officer (we want to have 2)
- 2 Detectives

1 Traffic Officer

16 Patrol Officers (we currently employ 13, 2 of which are not trained, 3 vacancies total as an add'l officer resigned since the September 20th presentation)

28 Total

APD can, for the time being, operate with this authorized staffing strength. especially, as we are going into the winter season. However, after we return to normal, this won't be sustainable. APD will want to deploy another CAP officer when downtown normalizes and there will come a need to assign an officer to detectives at some point. APD also has been trying to re-establish the SRO program, which the high school is still interested in. APD also would like to re-engage in a regional partnership. In the past we have had officers attached to the Medford Area Drug and Gang Enforcement unit (MADGE), the DEA, and Southern Oregon High Tech Crimes Task Force. These are partner entities that we lean on to provide services, but we can't currently contribute to due to our staffing.

Two of these entities, MADGE and the DEA, have the ability provide asset forfeiture sharing, DEA more so than MADGE. Not that this should be a driving force in our participation, but it is part of being in that relationship.

To summarize, APD is going to struggle to get back to 28, given that the department will likely have more departures before the new officers and as of yet unfilled positions get up to speed. If we can get back to 28 we can offer the sup and 4 configuration, but we will be lacking in CAP, detectives, SRO, detectives and regional engagement.

Our current staffing configuration of only two detectives does not allow for any proactive criminal investigations. The two detective configuration allows for reactive investigations only.

For the time being, APD staffing issues are more about availability of personnel and training more than money.

If APD were to try to get back up to what we were previously authorized (32 officers, not including the Talent contract), it would cost an additional ~\$600,000 a year (4 officers at about \$150,000 a year each). This is not something we even need to worry about until one or two budgets down the road as we will struggle to get back to the 28.

Only after the department realizes 32 officers will APD be able to adequately staff each of the teams with a sup and four, while supporting two officers downtown, detectives, a SRO and a regional partnership.

FISCAL IMPACTS

The current authorized strength of 28 officers is budgeted in the FY 22 budget.

STAFF RECOMMENDATION

N/A

ACTIONS, OPTIONS & POTENTIAL MOTIONS

N/A

REFERENCES & ATTACHMENTS

None