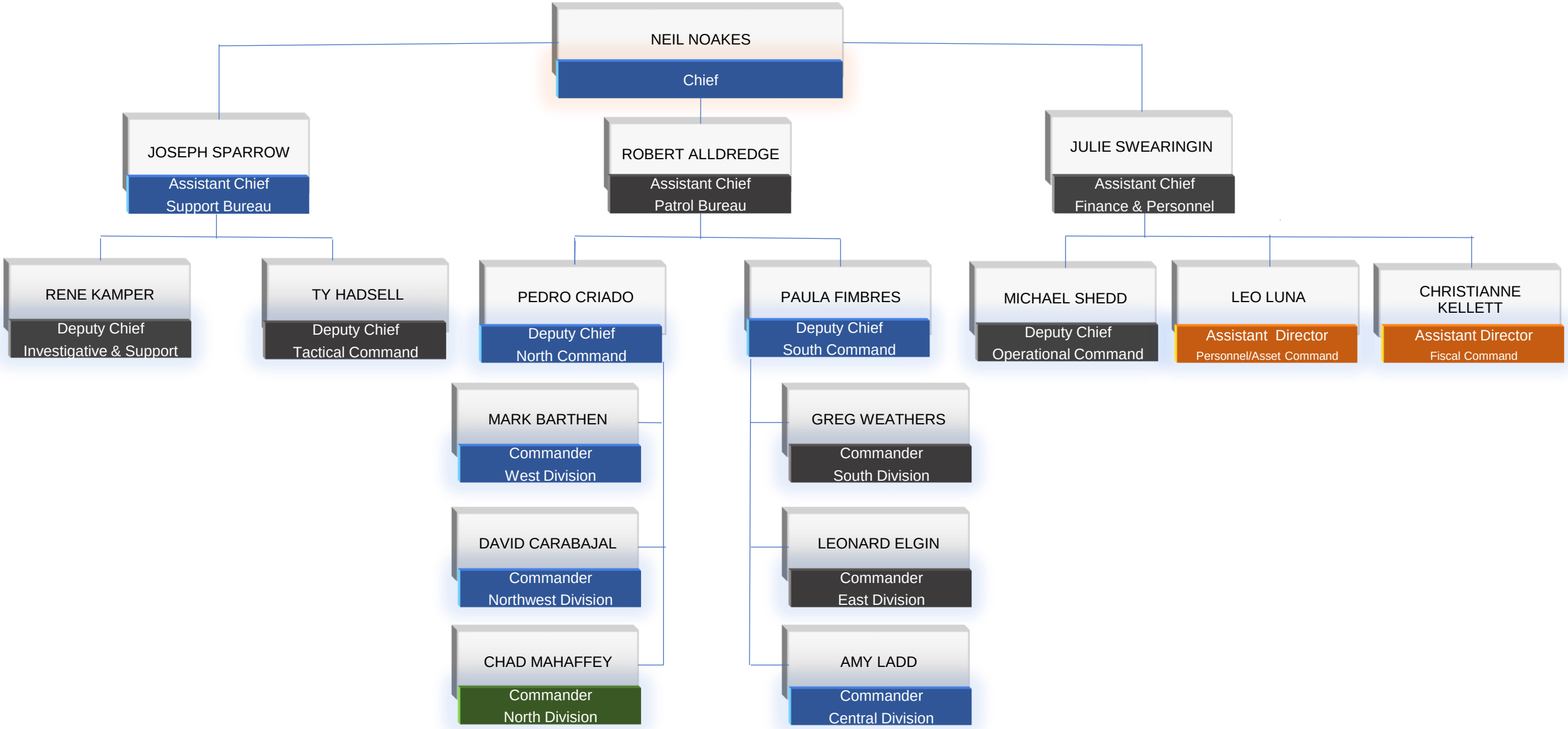
Update on Police Staffing

Chief Neil Noakes

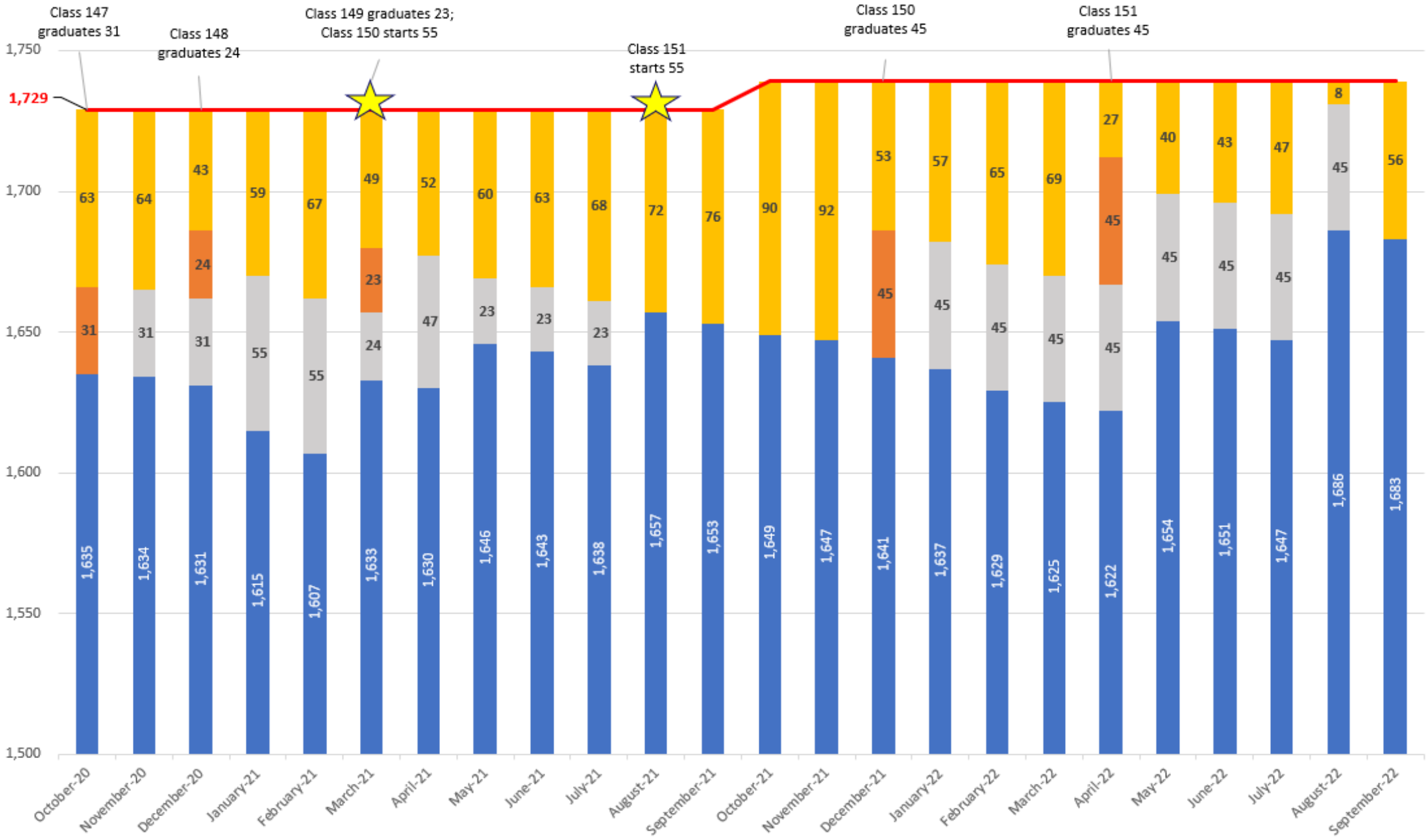
Agenda

- Command Staff Update
- Recruitment Classes Update
- Request for Additional Sergeant Positions


NEIL NOAKES
Chief
JOSEPH SPARROW
Assistant Chief
Support Bureau
ROBERT ALLDREDGE
Assistant Chief
Patrol Bureau
JULIE SWEARINGIN
Assistant Chief
Finance & Personnel
RENE KAMPER
Deputy Chief
Investigative & Support
TY HADSELL
Deputy Chief
Tactical Command
PEDRO CRIADO
Deputy Chief
North Command
PAULA FIMBRES
Deputy Chief
South Command
MICHAEL SHEDD
Deputy Chief
Operational Command
LEO LUNA
Assistant Director
Personnel/Asset Command
CHRISTIANNE KELLETT
Assistant Director
Fiscal Command
MARK BARTHEN
Commander
West Division
DAVID CARABAJAL
Commander
Northwest Division
CHAD MAHAFFEY
Commander
North Division
GREG WEATHERS
Commander
South Division
LEONARD ELGIN
Commander
East Division
AMY LADD
Commander
Central Division

Projected Attrition with Classes 150 & 151

(assumes +10 sergeants in FY22)



Recruit Classes Schedule

- Class 149 – (22) Scheduled to graduate March 26, 2021
- Class 150 – (55) Scheduled to start in March 2021
- Class 151- (55) Scheduled to start in August 2021

Additional Positions Background

- Matrix Staffing Study completed and presented in 2019
- Study recommended the addition of 350 positions over a 10-year period
- Initial plan was to attempt to add 35 sworn positions annually over 10 years if financially feasible
- 35 sworn positions were added in FY20 budget
- In FY21 priorities were altered; positions added were:
  - 3 School Resource officers
  - 7 officers and 6 detectives through COPS Hiring Grant
  - 1 sergeant (floating) position for POA president
  - 10 civilian positions to address needs created by community requests

Request to Add Positions

- Add 10 sergeant overage positions to begin in early March
- Fiscal impact of adding 10 sergeants:
  - $1.4M in salary and benefits
  - $630K in vehicles (capital and operating)
  - CCPD Board approved the partial-year funding for FY21
  - Positions to be made permanent through the FY22 budget process

Internal Affairs Sergeants - 6

- The Office of Police Oversight and Monitoring, the Police Reform Experts preliminary review and the Police Professional Standards Division recommend that Internal Affairs handles all complaints to ensure consistency and tracking of all investigations
- Recommendation: 6 of 10 sergeants be assigned to IA
- Currently, selected administrative investigations are conducted by field supervisors and others by Internal Affairs – change will reduce administrative duties and allow for more supervision

NPO Sergeants - 2

- North and Northwest divisions currently do not have NPO sergeants
- Recommendation: add 2 NPO sergeants
- Additions provides better span of control for the NPOs as well as ensures supervisory coverage for community events and special details

Field/Patrol Training Sergeant - 1

- Police Reform Experts Recommendations included:
  - Review and revise all force training to include de-escalation and force avoidance practices (“micro-training” sessions)
  - Review and revise Taser policies and training
  - Identify necessary revisions to policies, training, tactics
  - Analyze data in real time related to use of force, policies and tactics
- Recommendation: 1 sergeant to lead this effort

Community Safety Partnership Sergeant - 1

- Address several recommendations made by Race and Culture Task Force and Police Reform Experts:
- Racial and Cultural Disparities to be addressed:
  - Resident perception of safety in their neighborhoods at night
  - Resident satisfaction with overall quality of local police protection
- Build trust with all communities/develop stronger partnerships to co-create public safety:
  - Develop and implement a plan for meaningful community engagement
- Recommendation: 1 sergeant assigned to the Community Safety Partnership

Positions Recommendation

- Add 10 sergeant positions
  - 6 to Internal Affairs
  - 2 to NPO
  - 1 as Field Training / Patrol Training Coordinator
  - 1 as Community Safety Partnership Coordinator

Thank you

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