

## Shared Police Subcommittee Meeting Minutes – 4/11 10:00am – 12:30p

**Attendees: Trotter, Miller, Lilienthal, Lahnston, Metro, Stefko (on phone)**

Our discussions were geared towards drilling down on our recommendations and analyzing the information collected to date. Metro stated that the subcommittee has received great input and advice from members of the Police Task force, but now it is time for the primary members of the subcommittee to discuss the information and findings collected to date and focus on the steps needed to support the Commission's schedule.

The subcommittee discussed narrowing down the nine or ten consolidated police organizational models down to our recommended one or two.

Stefko said that CGR is looking at four models (savings numbers are rough estimates):

1. Boro model #2 (60 officers - 7 Admin Level, 9 Sgts, 4 Crpls, more services - \$833k/yr savings)
2. Twp model #2 (60 officers, 7 Admin Level, 12 Sgts, 4 Crpls, more services - \$700k/yr savings)
3. CGR model #2 (55 officers – 4 Admin, 9 Sgts, 4 Crpls, similar services - \$1.7M/yr savings)
4. Current/Minimal Service Levels Only (could result in 46-52 officers - \$2M+/yr savings)

Miller stated that a transitional approach should be used to define a steady-state day 1 organization that will include all current police officers to first create a consolidated police department, but the target or goal model that will be "transitioned to" must be clearly defined and stated up front.

Trotter agreed and voiced her desire to see a head count neutral day 1 approach, stating any improved levels of service that may come with various efficiencies resulting from a combined department.

Anton stated that he was uncomfortable with the drastic reduction in officers that seems to be indicated with Model #4, and advised that we carefully consider the impact on services that would come with that type of recommendation.

The subcommittee all agreed that a day 1 steady-state (head count neutral) approach sounds reasonable and work needs to be done to define the final "goal/to-be" model, which seems to be looking like Model #3 with approximately 52-55 officers. This can be achieved fairly reasonably taking the retirement eligible estimates into account. Stefko will research the forecast of officers becoming retirement eligible over the next 3 to 5 years. The subcommittee will gear their recommendation around stating a firm "Goal" first, then describe the transitional approach which will be Day-1 head count neutral and progressing over a few years to implement the "Goal" organizational model.

Metro provided some staffing "Erlang" calculations for dispatchers based on the past two years of calls-for-service volumes. The highest single day total for both departments combined was 66 calls in an hour on March 13<sup>th</sup>, 2010. Staffing should be based on the average busiest hours, which are around 8am in the morning in the Twp, and 8p-11p in the Boro, where they receive about 6-8 calls per hour combined average. This indicates that two full-time dispatchers will be needed 24x7, with a third position needed to cover supervision and busy periods. Cost savings will come later due to elimination of duplicate technologies, but the staffing levels will remain consistent.

Next meeting will be 4/24.