

Public Safety Review Committee Budget Subcommittee

July 15, 2020 – 11a.m.

Members Present: Mitnick, Konkel, and Heck

Additional Guests – AC Paterson, Captain Winter, Laura Larsen, Captain Patton, and Anglim, Meeting watch list listening to call: Matt Frater, Tim Patton, Farah Kaiksow.

Registered citizen, Opposed, Does not want to speak: Laura Boomsma

Heck moved to approve the July 2, 2020 minutes, Konkel seconded the motion.

MPD Staffing Overview -

Assistant Police Chief Patterson (AC Patterson) presented on an overview of police staffing by sharing a PowerPoint.

There is 483 commissioned authorized strength on the department which includes; all ranks, and officers in the pre-service academy (50 now), officers on long-term leave (FMLA, Military Leave, City Paid Parental Leave, Workers Comp, Restricted Duty, etc.) and includes all MPD functions/units/services. There are 119.7 Civilians. The number of officers have increased over the last 10 years to get to 483 and this has been accomplished by grant funding assistance. He shared the difference of authorized strength and actual strength. Actual strength varies with (retirements/resignations, officers in pre-service academy, light duty/family/military leave), and newly included isolation/quarantine. He went over sworn personnel by rank. He spoke about supervision (88) which is eighteen percent of the workforce and span of control which is the number of subordinates a supervisor is responsible for. Alder Heck inquired on span of control and asked if it is while they are working and if it is the overall situation. AC Patterson responded this is only when the supervisor is working and officers may have a different supervisor if the supervisor is on a day off. Department functions were shared which broke down each function within the department. Konkel inquired on the functions and asked if an officer is assigned to a function, such as mounted patrol and if the position was cut are do they work on other functions? It was shared Mounted and School Resource Officers (SRO's) are assigned to patrol when the school year is over or with mounted they work during riding season (Spring-Fall) and go back to patrol when not in riding season. They are not counted in the numbers in patrol but they supplement patrol. AC Patterson shared those are the only two examples and with the SRO's contract cut they will go back into patrol. Alder Heck inquired on the difference of a Detective and Investigator in which AC Patterson shared they are very different in their functions and Captain Winter shared to make it simple; detectives deal with the people of major cases and investigators deal with the evidence and things of major cases. Mitnick inquired about neighborhood officers and determining factors of which neighborhoods have an officer and why others don't. AC Patterson shared the department looks at neighborhoods that have shown a greater need for more presence, involvement, and aid. An officer is assigned to a neighborhood that generates higher calls for service and other factors that an officer is placed in the neighborhood such as to build a partnership to mitigate calls for service or those neighborhoods that are having issues but may not reach out to the department to have issues addressed. He shared the goal is to connect and build relationships and for a neighborhood officer to work themselves out of the neighborhood. There is a yearly evaluation on positions. Konkel inquired on the difference of Neighborhood Resource Officer (NRO) and Neighborhood Police Officers (NPO). AC Patterson clarified there is a NRO in each district although they are not committed geographically to a neighborhood but available in a district for neighborhoods that show an emerging need or a short-term solution but don't need an officer in the neighborhood for four years. Konkel inquired if they work with the Community Policing Teams (CPT's) and AC Patterson indicated they do work with them as they have needs to try and address things. Non-Patrol functions were shared and they are for pro-active/prevention to reduce calls for service or to assist with staffing contingencies. Officer position allocations were shared. Alder Heck inquired on the SRO funding for the four patrol officers and if the money needs to be found elsewhere? AC Patterson indicated there would be a revenue impact in late 2020/2021. He shared information on a few positions that were once a commissioned position that have moved to a civilian position. One they are looking at now is civilianize the Crime

Stoppers position. He shared information on patrol staffing, shifts, and minimum staffing levels. Captain Winter chimed in sharing some of the shifts vary by an hour so there are no gaps in staffing. He shared a map of the districts and how officers are assigned by beats or can be a relief car. He showed a graphic of how officers are being called and how officer availability flows depending on what is occurring in the district/city. Mitnick inquired with other police departments (Maple Bluff, Town of Madison) in the area and if they contract with the department. AC Patterson shared the departments assist with mutual aid if they have a need. He touched on the Town of Madison and what that might be when they merge with the department with staffing and costs. He spoke about staffing measures and the patrol staffing study with population ratios, benchmarking, crime rates, and workload analysis. He spoke about Etico who works on the departments staffing analysis. He went over patrol workload and shift relief factors. There was information shared on officer's time consumption by making trips to Winnebago and Operating While Intoxicated calls which now takes a lot of time for an officer to process with the requirements. Konkel inquired on the Etico study and how does the department choose the point and time for data. AC Patterson said they use a full year of call data. Alder Heck inquired on the method used to generate the workload analysis and said it is important but felt other considerations should be included on how to evaluate goals. AC Patterson spoke about reactive vs. proactive time and patrol workload and patrol workload efficiency by showing a chart. The goal for the police department is 30/30. The department is the highest they have been and have less than 20 minutes per hour to do proactive work. The last slide shown was on retentions and staffing. Mitnick asked if Hardiman, Support Staff can send the PowerPoint slide to the subcommittee. Konkel asked if the video of the meeting could be sent to the PSRC.

Finance Department Presentation–

Laura Larsen indicated she does not have a formal presentation today but would be meeting with the police department in the afternoon and they will translate what AC Patterson shared and will work with his Finance staff within the context of the budget. They will put together something that will show the full costs of positions broken down by salary, benefits, equipment costs, span of control, and supervisory costs. Konkel asked if information can be shared on the process of cutting positions and savings. Larsen shared they will talk more internally about those nuances and steps for the next meeting. Larsen inquired about the last meeting and the conversations and if the work of the subcommittees plan is to share information with the Mayor's office on the 2020 executive budget and indicated this is a good forum to incorporate information to the Mayor's Office with ideas and recommendations. At the next meeting she thought it would be a good idea to hear the staffing breakouts and figure out how the committee wants to filter the information to the Mayor's Office. Alder Heck shared this sounds good but felt the committee is not empowered to make choices or equipped to have the community involved and pondered how the committee could get to the point of actually weighing in. Konkel shared the subcommittee from the last meeting was looking to have budget presentations and community input in September as the operating budget is due early in October and capital in September. She said if Finance comes back with the police department on the function slides the subcommittee could look at the functions and determine what else we want to know and what did we miss for options sharing it might depend on cost savings. Mitnick shared we could receive the information in July and make a report in August which could contain more information on gathering and then invite the public for comment based on the report and what they want to see and what are their thoughts. He said this could be taken to the PSRC based on what the public says from the report and prioritize as a group and determine what should be recommended. Anglim inquired about the google form that was brought up at the last subcommittee meeting. Alder Heck was concerned on the public input and shared it depends on who is giving feedback and will it only be influenced by who fills out the form or attends the meeting. He also asked what the report would consist of and if it would be an internal report for the public to look at and share information to the PSRC? Konkel share the subcommittee could gather the data from the public by doing a press release and sending to the neighborhood associations with really trying to get public input and not just by posting a meeting.

Operating Budget –

Mitnick mentioned the capital budget was mentioned two meetings ago and wanted to open the floor for thoughts and to have a plan to navigate and offer recommendations. It was mentioned the timeline is tight and it would need to be done quickly. One option was the subcommittee could do their homework and talk about it at the next

meeting as an agenda item and see what to do from there. Konkel suggest two ideas; develop a five year plan in February on needs (police station, body cameras, etc.) with a system ready to go with a voice and some thoughts. The other angle would be to determine what the inventory is and what the police department needs are in the future. For example she said; how many drones, what does the inventory look like, how long does it last before it is placed, items police what for the future, etc. Mitnick thought this may be a good idea to go over some time in the future with a presentation on the capital budget wither at the subcommittee or at the PSRC meeting. Konkel suggested maybe between September-November that is when the committee could gather information on the Capital budget. Larsen shared the recommendations could be shared with the Council or the Finance Committee, makes sense for timing.

Konkel asked Anglim if she served on the budget subcommittee at a previous PSRC meeting in 2018, Anglim indicated she did and they worked on capital budget requests but not so much on executive expenditures. She shared a bunch of questions were formulated to the police department but were answered in a way they didn't feel they could argue with and were satisfied. Larsen shared she could go back through her records and find what was presented and what the PSRC drafted for recommendations and will send to the subcommittee.

Next Steps--

Mitnick shared during the last meeting the subcommittee was asked to make lists on budget areas to research but in light of everyone being busy it might be easiest to discuss now and talk about what areas we want to prioritize and if it will require additional research. Konkel shared it would be helpful to know how the police department gathers data and what the proactive time spent on such as how much of it is spent on community outreach, coffee with a cop, how much is building relationships with youth, etc. She would like to know the categories or if there is data available and what kind of activities are spent on the other 30 minutes of the hour. Captain Winter indicated there is no quantifiable way to figure this out unless that data is captured in the Computer Aided Dispatch data. Captain Winters shared there was a push to try and figure that out in 2020 with more CAD data codes but unfortunately with everything going on they have not been able to roll out that program. Konkel asked if there is a way to quantify the CAD data and Captain Winters responded the Etico staffing shows what is done annually by Chief Wahl and Assistant Chief Valenta for the last 10 years. AC Patterson shared they could try and quantify foot patrol time, traffic enforcement time, coffee with a cop as most of these things are captured by the Community Policing Team through community outreach. Konkel asked for the Etico staffing study and it was shared they are on the police department website. Mitnick mentioned he is interested in the area of costs in services, or quantitative data in attrition. He is looking to find out if someone retires what are the costs of savings if it isn't filled or if there are ten less in the academy what would be the quantitative impacts. Konkel inquired about the MPPOA contract and it was shared they are also listed on the police department website. AC Patterson asked if Konkel is looking for ballpark totals and that he and Larsen could come up with an annual average.

Google Forms/E-mail -

Alder Heck shared he hasn't been able to solve the problems but is continuing to look into it. He made an attempt and was instructed to speak with the Mayor's Office as there is an APM applied to the situation. Information Technology was going to give feedback on surveys. Konkel inquired if he could also ask about setting up a website to put all the materials that have been generated on the police or council website to be able to point the public to a city resource.

Next Steps --

The subcommittee will meet again in two weeks on July 29, 2020 at 6pm. Larsen will share information to Hardiman with a timeframe.

Konkel made a motion to adjourn. Heck seconded the motion. The meeting was adjourned at 1p.m.

