



Legislation Text

File #: 38429, Version: 1

**Fiscal Note**

The COPS Hiring grant would pay 48% of the salary and fringe benefit costs of 4 entry-level police officers for 3 years for a total of \$500,000. The City's personnel cost over the 3-year grant period is estimated to be \$549,573. For 2015, the positions would begin with the Fall Academy in September and cost the City \$25,403. The City would also spend \$33,120 for initial issue uniforms, equipment and supplies for a total 2015 cost of \$58,523. Funding is not included in the 2015 operating budget. If the grant is awarded, an additional appropriation may be needed as part of the annual year-end resolution.

The terms of the grant would require the City to maintain its authorized strength for the 3 grant years plus 1 additional year. Total estimated City costs for 2016-2018 are \$574,171 and would need to be included in the Department's operating budget.

\$524,171	Personnel (2016 = \$110,862; 2017 = \$177,737; 2018 = \$235,571 (2018 includes partial year with no grant funding))
50,000	2 Vehicles (2016)
6,040	Office setup (2016)
<u>\$580,211</u>	

The personnel costs above include a new upgraded sergeant position to be created in 2015, resulting in an incremental total City cost of \$71,301 for 2015-2018.

**Title**

Authorizing the Madison Police Department to apply for and accept a FY2015 COPS Hiring grant of \$500,000 for the purpose of hiring four police officers for expanding a community policing outreach and education initiative to reduce arrest racial disparity and improve trust and perception of fairness through procedural justice, outreach and problem solving (especially involving communities of color) and education (especially involving the use of force)

**Body**

WHEREAS, the U.S. Department of Justice, Office of Community Oriented Policing Services (the COPS Office) has issued a solicitation for grant applications to hire law enforcement personnel in an effort to increase their community policing capacity and crime prevention efforts, with a special focus on addressing trust problems; and,

WHEREAS, these grants, if awarded, cover 48% percent of the approved entry-level salary and fringe benefits of each newly-hired full-time sworn career law enforcement officer over three years (36 months); and,

WHEREAS, the Madison Police Department plans to submit a request for funding a total of four (4) additional officer positions under the terms of this grant; and,

WHEREAS, the positions would then be assigned to the Community Outreach Unit; and,

WHEREAS, three officer positions would be added to the Community Outreach and Resource Education

(CORE) Team, which will address arrest racial disparity and improve trust and perception of fairness through procedural justice, community outreach and problem solving; and

WHEREAS, the CORE Team will expand and coordinate programs to divert youth from the criminal justice system, such as youth academies, an Explorer program, restorative justice and community courts; and,

WHEREAS, the CORE Team will work collaboratively with police districts and outside agencies to find solutions to social and community issues; and,

WHEREAS, one position would be a promoted sergeant who would be a new Use of Force Coordinator and Community Outreach Liaison to review officer use of force incidents, improve use of force training, report annually on the use of force; and

WHEREAS, the Coordinator/Liaison will provide education and outreach to the community regarding the use for force, attend community forums, explain use of force practices and case law, thereby increasing community awareness of role of law enforcement use of force in protecting public safety; and

WHEREAS, the Coordinator/Liaison will serve as a liaison to the Mayor's Office, Common Council and City committees on use of force policy issues, and will be involved in the creation of processes dedicated to the safety of MPD employees and the citizens of Madison; and

WHEREAS, these positions will be part of a Department-wide procedural justice initiative to build relationships with residents (including youth), to foster mutual trust and positive and productive police interactions, resolve conflicts to reduce violence, and to explain the criminal justice system; and,

WHEREAS, including these new positions in the fall recruit class of the Police Training Academy will allow three more officers to be assigned to the CORE Team in June 2016; and,

WHEREAS, an experienced officer will be promoted to sergeant in June 2016, and an experienced sergeant will be selected to be the Use of Force Coordinator.

NOW THEREFORE BE IT RESOLVED, that the Madison Police Department is authorized to apply for and accept an FY2015 COPS Hiring grant for four additional commissioned law enforcement officers. (122030-51110 = \$55,184; 122030-52000 = \$21,792; 122030-42110 = (\$51,574))

BE IT FINALLY RESOLVED, that the grant application will indicate that the intent of adding the four (4) new positions is to increase the number of police officers and assign three to the Community Outreach and Resource Education (CORE) Team, and one sergeant to be the Department's Use of Force Coordinator and Community Outreach Liaison.