

POLICE

Richard Lewis, Chief of Police

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Department Overview

The Police Department consists of the Office of the Chief, the Patrol Division, the Investigative Services & Records Division, and the Detention Division. The divisions work together to maintain public safety and enforce law in a fair and impartial manner.

The Police Department responds to emergency and law enforcement needs of the community through response to prioritized calls for service, visible police patrols, investigation of crime, enforcement of traffic laws, animal control enforcement, and providing detention services for municipal offenders. The Police Department also performs community outreach and provides crime prevention education.

	FY19 Actuals	FY20 Actuals	FY21 Amended	FY22 Proposed
5 PERSONNEL SERVICES	17,284,406	18,198,637	19,055,084	19,000,008
6 MATERIALS & SERVICES	3,541,036	3,688,115	4,253,162	4,387,339
7 CAPITAL OUTLAY	852,143	401,618	487,185	307,000
Grand Total	21,677,586	22,288,370	23,795,431	23,694,347

**5,6 & 7 indicated in table above are the numeric categories used in the general ledger to represent the different expense types.

Budget Summary – FY2022

Staffing

The Police Department proposed budget has 122.0 full time employee (FTE) positions, 83 FTE supported by the General Fund and 39 FTE supported by the Police and Jail Local Option Levy Fund. The proposed budget includes the permanent removal of two General Fund FTEs. When fully staffed, the Police Department believes the proposed staffing is adequate to support City and Department goals. However, when multiple vacancies exist, the ability to staff specialized programs and projects is hindered.

To meet targeted General Fund budget reductions, the Police Department identified two open positions for permanent removal. These two positions will have the least possible impact to public service delivery. The budget reduction would remove a police communications and records specialist position (last filled in 2016) and a community service officer – patrol position (last filled in 2014). Historically, the positions were either temporarily unfunded in conjunction with City budget saving efforts, were deemed a lesser priority when evaluating other hiring efforts, or intentionally left open for vacancy management purpose to support the department’s under-funded overtime budget. Based on current service demands, the Police Department believes these two positions could be eliminated with minimal impact to service delivery to the people of Springfield.

The Police Department overtime costs have exceeded the overtime budget for many years and is an issue that has been featured in past budget processes. Over the last five fiscal years, General Fund overtime costs have trended at approximately \$250,000 over budget. The City has encouraged the Police Department’s utilization of vacancy management to support the under-funded overtime budget, while acknowledging the long-term issue should be addressed. In fiscal year 2020 the overtime budget was increased by \$120,000 in an initial effort to mitigate the overtime budget shortage. The under-funded overtime budget is due to multiple years of budget reductions, flat budgets, increased cost of wages and overtime callback increases. Significantly

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reducing overtime costs is challenging due to the need for police services for unanticipated incidents, staffing shortages, court, and personnel illness, injury or extended leave.

Hiring within the law enforcement profession has been historically challenging and has been strained further considering the increasingly high-pressure environment and adherence to COVID-19 precautions. The department has also experienced an upward trend in the number of employee retirements and resignations. Although recruiting qualified individuals is difficult, SPD is encouraged by the several new employees that have recently joined the department. SPD continues to explore fresh recruitment options to invite qualified applicants to apply, with emphasis on lateral police officers, as well as women, people of color, and those of non-law enforcement backgrounds.

The number of open sworn officer positions and new hires requiring extended training have trended higher than normal in FY2021 and the trend is anticipated to continue through at least the first half of FY2022. As a result, multiple special assignments remain open until additional sworn officers are available to provide necessary patrol staffing. Open sworn officer special assignments include an administrative sergeant, the DUI officer, one motorcycle officer, the drug detection canine officer, and two detective positions.

Department Funding

The Police Department is primarily funded by General Fund and Police and Jail Local Option Levy Fund tax revenue. The Police and Jail Local Option Levy Fund is also partially funded from revenue earned by providing outside agencies inmate housing services.

Service Level Changes

There are no significant changes in service level planned for FY2022. Although there are several special assignment positions currently open pending increased patrol staffing levels, key services remain adequately funded.

Accomplishments FY2021

- **Progress towards implementation of a body-worn camera and in-car video program** - With support from City Council and the community, the Police Department is focused on the implementation of a body-worn camera program and installation of in-car video systems throughout the patrol fleet. The project was further supported in mid-October 2020 when the City of Springfield was awarded a federal grant in the amount of \$120,000. The program will be implemented as efficiently as possible, while adhering to grant requirements and essential project management principles to ensure the lasting success of the project.
- **Adapted to COVID-19 safety requirements and best practices while continuing to provide nearly the same service level to the community** - Police Department staff safely and effectively adapted to the continually evolving COVID-19 related requirements and best practices, while a majority of staff continued to work in-person and provide almost the same service level to the community throughout the pandemic.
- **Unified response to Holiday Farm Fire including Lane County area support and City evacuation planning preparations** - The Police Department supported Eugene-Springfield Fire and Lane County's request for support during the Holiday Farm fire, and actively participated in evacuating many residents who were in danger. Support was provided within City limits and in the neighboring

county jurisdiction to provide notifications, traffic support, animal rescue, as well as increase patrols in neighborhoods that received fire evacuation notices and had reduced occupancy.

- **Springfield Municipal Jail joined Oregon State Sheriff's Association (OSSA) and has been incorporating OSSA standards** - Springfield Municipal Jail is currently the only municipal jail member of OSSA. The jail is working with OSSA and networking with OSSA members to evaluate and modify operations in accordance with best practice.
- **Secured funding for a replacement CAHOOTS van servicing Springfield** - The Police Department coordinated with Lane County, Finance, and Eugene-Springfield Fire to identify funding for the replacement of the CAHOOTS van servicing Springfield. The Police Department championed this effort to ensure our CAHOOTS partners had reliable tools to provide services to our community.

Initiatives FY2022

- **Renew community outreach and crime prevention efforts** - Many community outreach efforts were delayed or canceled due to COVID-19 considerations. Additionally, the Community Outreach Coordinator position was vacated in January 2021. SPD plans to fill the Community Outreach Coordinator position to ensure a dedicated effort to community outreach, including active communication and engagement with our local minority community. SPD will evaluate modified approaches to community outreach that accommodate COVID-19 safety precautions and provide value to our community with an emphasis on diversity, equity and inclusion.
- **Enhance department website** - The department plans to increase and improve the organization and content of the department website within the existing City website framework. During FY2021, non-tactical policies were included on the website, as well as improved the information supporting the commendation and citizen complaint process. Additional website modifications and enhancements will be made to improve content and aesthetics related to hiring, community outreach and the department site as a whole.
- **Coordinate a citizen survey** - A citizen survey will be conducted to gather community perspective on police services and programs, identify areas of improvement, and demonstrate the department's commitment to communication and transparency. The citizen survey will also act as a foundation for the development of a new department long range plan.
- **Implementation of a youth police academy program** – The Police Department remains intent on implementing a youth police academy and will coordinate that effort with the Springfield Public School District. This initiative has been and will continue to be delayed until COVID-19 restrictions are modified to logistically and safely support this new program. The primary intent of a youth police academy is to share information and incentivize Springfield high school aged students to seek careers in law enforcement. There are hopes that this effort may help with long term hiring goals, as well as provide an opportunity to enhance community relations.

Future Year Considerations FY2023-FY2027

- **The current Police and Jail Local Option Levy funding is active through FY23** - SPD and the City will prepare for the renewal of the Police and Jail Local Option Levy during a general election in November 2022. The Police Department has been making a concerted effort to control expenditures and responsibly identify revenue opportunities to control future levy costs.
- **Replacement of key equipment within the department and facilities** - Several higher cost equipment and facility systems will require evaluation for replacement or upgrade in the next three fiscal years (facility backup generator, jail access system, call/radio recording system, SWAT van, Tasers, etc.). SPD attempts to accommodate equipment replacement within existing budget, grant or

forfeiture funds. However the number of high cost items requiring replacement may require additional General Fund support.

- **Reclassify an existing detective position as a second computer forensics specialist** – Due to the increasing trend of criminal investigations requiring computer forensic support, SPD will be evaluating the need for a second computer forensics specialist position. The position would be funded by the reclassification of an existing detective position. Additional cost considerations include specialized training, professional certifications, additional computer hardware, and software licenses.
- **The Springfield Police Department’s primary suite of applications may require migration to another application platform** - Central Square Technologies acquired SPD’s primary software applications in 2018 (formerly Superior and SunGard). SPD is part of a shared Central Square system hosted by City of Eugene Information Services and utilized by Eugene Police Department and Eugene-Springfield Fire Department. Central Square communicated their intent to migrate customers to a compatible suite of applications in a three-to-five-year timeline. Central Square will continue to support and make select upgrades to the current software suite, however significant upgrades are not planned. Central Square advised they intend to make migrations available to their other software options at little to no cost. To facilitate a migration, SPD resources would be needed for project management, training, and technical support and may have budgetary impact.

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Financial Summary by Fund

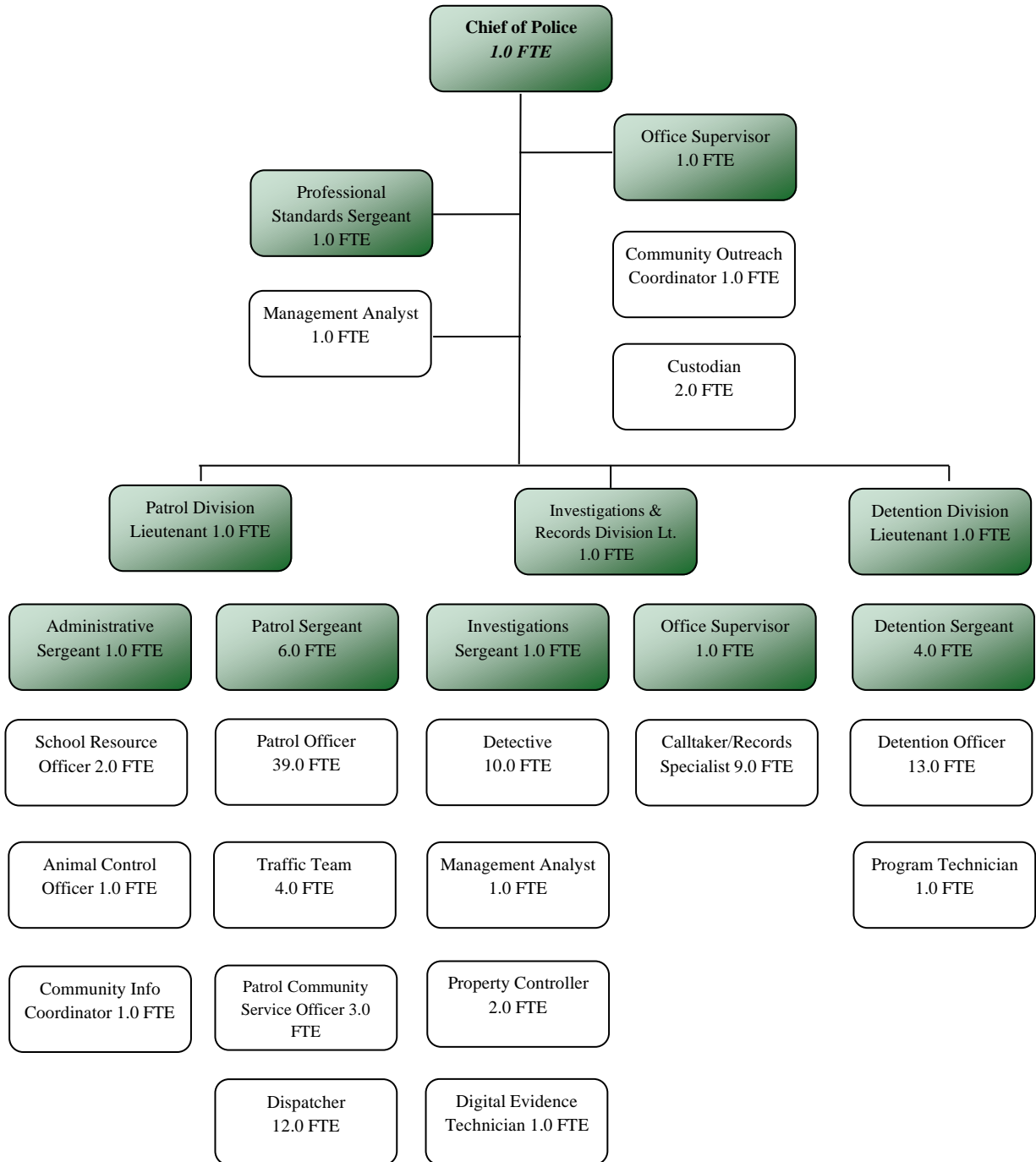
	FY19 Actuals	FY20 Actuals	FY21 Amended	FY22 Proposed
100 General Fund	14,626,384	15,496,317	16,152,892	16,413,396
204 Special Revenue Fund	465,802	491,115	688,935	134,000
236 Police Local Option Levy Fund	6,042,942	6,072,499	6,542,604	6,839,951
713 Vehicle & Equipment Fund	542,458	228,439	411,000	307,000
Grand Total	21,677,586	22,288,370	23,795,431	23,694,347

Financial Summary by Program

	FY19 Actuals	FY20 Actuals	FY21 Amended	FY22 Proposed
0000 Revenues	-	1,981	-	-
1096 Fire Suppression Operations	2	17,833	-	-
1141 Hiring & Professional Standards	452,613	355,309	321,260	327,647
1142 Training/Professional Standards and Certifications	2,016	984	-	-
1143 Internal Investigations	163	-	-	-
1144 Patrol - Sworn	8,546,855	9,828,395	9,776,850	9,361,214
1145 Patrol - Non-Sworn	395,954	506,654	587,329	443,671
1146 Traffic Team	368,778	370,115	654,117	674,306
1147 DUI Enforcement	124,912	94,205	-	-
1148 K-9 Unit	408,674	457,581	411,324	726,177
1149 Drug Dog	41,533	51,196	40,896	234,686
1150 Major Accident Investigation Team (MAIT)	40,247	6,125	32,797	1,750
1151 Bicycle Patrols	4,122	282	-	-
1152 Special Events Coordination - Police Department	598	-	-	-
1154 Investigations	1,980,115	1,931,802	2,199,107	2,140,656
1157 Interagency Narcotics Enforcement Team (INET)	3,238	-	-	-
1159 Computer Forensics	193,099	224,631	213,094	214,821
1160 SWAT	38,691	63,494	129,950	13,002
1161 School Resource Officers	308,138	326,317	344,964	340,205
1162 Animal Control	172,459	182,519	197,177	190,944
1163 Crime Prevention and Community Relations	269,316	241,856	376,851	387,451
1166 CAHOOTS	25,154	237,731	315,687	459,500
1167 Dispatch	1,607,322	1,623,960	1,702,526	1,752,475
1168 Records & Calltaking	996,054	1,064,862	1,336,803	1,199,463
1169 Business Line Call-taking	15,614	1,096	-	-
1170 Property/Evidence	257,086	255,663	334,404	445,436
1171 Municipal Jail - Book-in	14,079	328	-	-
1172 Municipal Jail - Housing	2,429	640	-	-
1173 Municipal Jail - Central Control	27,677	328	-	-
1174 Municipal Jail - Court Support	99,286	51,122	132,502	141,772
1175 Jail - Operation	2,898,151	3,066,261	3,119,044	3,418,673
1176 Jail - Records	286,385	292,843	316,299	163,236
7000 Department Administration	1,613,822	238,128	300,676	260,095
7090 Building and Security Maintenance	482,378	565,403	540,774	490,168
7060 Property & Liability	627	285	-	-
9000 Non-Program	-	228,439	411,000	307,000
Grand Total	21,677,586	22,288,370	23,795,431	23,694,347

*Some programs have been consolidated in to other programs or removed.

Organizational Structure



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Summary of Full-Time Equivalent by Position

	FY19 FTE	FY20 FTE	FY21 FTE	FY22 FTE
Comm Svcs Officer 2	4.00	5.00	5.00	4.00
Comm Svcs Officer 2 AnSvc	1.00	1.00	1.00	1.00
Custodian	2.00	2.00	2.00	2.00
Detention Clerk	1.00	1.00	1.00	1.00
Detention Officer	13.00	13.00	13.00	13.00
Detention Sergeant (Non-sworn)	4.00	4.00	4.00	4.00
Management Analyst	2.00	2.00	2.00	2.00
Office Supervisor	1.00	1.00	1.00	1.00
Police Call Taker/Records Clk	9.00	10.00	10.00	9.00
Police Chief	1.00	1.00	1.00	1.00
Police Comm Outreach Coord	1.00	1.00	1.00	1.00
Police Detective	8.00	8.00	8.00	8.00
Police Dispatcher	12.00	12.00	12.00	12.00
Police K-9	5.00	5.00	5.00	5.00
Police Lieutenant - ISB	1.00	1.00	1.00	1.00
Police Lieutenant - Jail	1.00	1.00	1.00	1.00
Police Lieutenant - Patrol	1.00	1.00	1.00	1.00
Police Motors	2.00	2.00	2.00	2.00
Police Office Supervisor	1.00	1.00	1.00	1.00
Police Officer	37.00	37.00	37.00	37.00
Police School Resource Officer	3.00	3.00	3.00	3.00
Police Sergeant- ISB	1.00	1.00	1.00	1.00
Police Sergeant Patrol	6.00	6.00	6.00	6.00
Property Controller	2.00	2.00	2.00	2.00
Police Admin Sergeant	1.00	1.00	1.00	1.00
Video Evidence Property Controller	--	--	0.50	1.00
IA Sergeant	1.00	1.00	1.00	1.00
Grand Total	121.00	123.00	123.50	122.00

Summary of Full-Time Equivalent by Fund

	FY19 FTE	FY20 FTE	FY21 FTE	FY22 FTE
100 General Fund	81.93	83.93	84.43	82.93
236 Police Local Option Levy Fund	39.08	39.08	39.08	39.08
Grand Total	121.00	123.00	123.50	122.00

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Summary of Full-Time Equivalent by Program

	FY19 FTE	FY20 FTE	FY21 FTE	FY22 FTE
1141 Hiring & Professional Standards	1.35	1.30	1.30	1.30
1144 Patrol - Sworn	41.52	44.83	42.83	42.12
1145 Patrol - Non-Sworn	3.47	4.43	4.43	3.13
1146 Traffic Team	3.78	3.78	3.73	4.08
1148 K-9 Unit	2.10	2.15	2.15	4.00
1149 Drug Dog	0.20	0.20	0.20	1.00
1150 Major Accident Investigation Team (MAIT)	0.22	0.19	0.19	0.00
1154 Investigations	13.41	10.34	12.34	11.54
1159 Computer Forensics	1.20	1.20	1.20	1.20
1160 SWAT	1.02	0.81	0.81	0.05
1161 School Resource Officers	2.05	2.10	2.10	2.05
1162 Animal Control	1.05	1.10	1.10	1.05
1163 Crime Prevention and Community Relations	2.74	2.69	2.69	2.69
1166 CAHOOTS	0.05	0.05	0.05	0.00
1167 Dispatch	12.39	12.34	12.39	12.25
1168 Records & Calltaking	10.10	11.15	11.15	10.15
1170 Property/Evidence	2.05	2.05	2.55	3.05
1174 Municipal Jail - Court Support	1.15	1.05	1.05	1.05
1175 Jail - Operation	15.70	15.87	15.87	16.87
1176 Jail - Records	2.05	2.05	2.05	1.05
7000 Department Administration	1.21	1.19	1.19	1.24
7090 Building and Security Maintenance	2.20	2.15	2.15	2.15
Grand Total	121.00	123.00	123.50	122.00