

# The Future Growth of Bellevue & Police Staffing Levels

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## ***Introduction & Need for Analysis***

The Village of Bellevue has contracted for law enforcement services from the Brown County Sheriff's Office since 2002. This contractual relationship has continually been found to be in the best interest of the Village by providing high quality and cost-effective law enforcement services. The Village desires to maintain this relationship and ensure that the level of services contracted are meeting the needs of the community now and into the future.

# Where do we go?



Village Growth & Law Enforcement



Traffic Control

Top Complaint from the Board



Goals & Future Standards in Law Enforcement (Implied & Directed)



Staffing Options over the next few years

# Growth of the Village & Changing times for Law Enforcement

## Growth of the Village

- Developments
- More Roads
- Increased population
- Tax rates
- Revenue
- Anticipated increase in population of 750 in the next 5 years

## Growth of the Village & Law Enforcement

- **More traffic = more complaints (perceived or valid)**
- **More crashes (nature of more roads & traffic)**
- **More disturbances & neighbor disputes**
  - Change of society – no one talks to each other
  - Answer = Call police first for everything!
- **More calls for service in general (good or bad)**
- **Increase in people, the more citizens want to feel safe within the community**



# Bellevue

## A great place to grow

### **\*Stated 2012 from DEO Steffens**

- Bellevue is growing. Officers' presence is critical in making the community feel safe.
- Growth in the right areas.
  - Businesses and residential homes growth.
  - Businesses want to know they are being protected and that police response is quick.
  - Safety of businesses with proactive patrols.
  - Desire to have families that feel safe and see officers visible in parks and schools and their neighborhoods.
- Officers' presence for ongoing traffic complaints

## Bellevue Growth cont. \*Stated 2012 from DEO Steffens

- Problem areas within the community can be targeted and extinguished with more officers available.
- Presence is critical as it serves as a deterrence and helps prevent/reduce crime.
- Officers surrender to the idea that they cannot be proactive due to call volume. Freeing up officer's time allows for positive attitude and for officers to remain in Bellevue year after year.



## Staffing Models FBI Unified Crime Reports

- Staffing Models Police staffing models in the U.S. are generally determined by one of five common methods.
  - Departments traditionally have used crime trends
  - A per-capita approach
  - Minimum-manning levels
  - Authorized/budgeted levels, and least-commonly
  - Workload-based models to make staffing decisions

# Rule of 60 \*

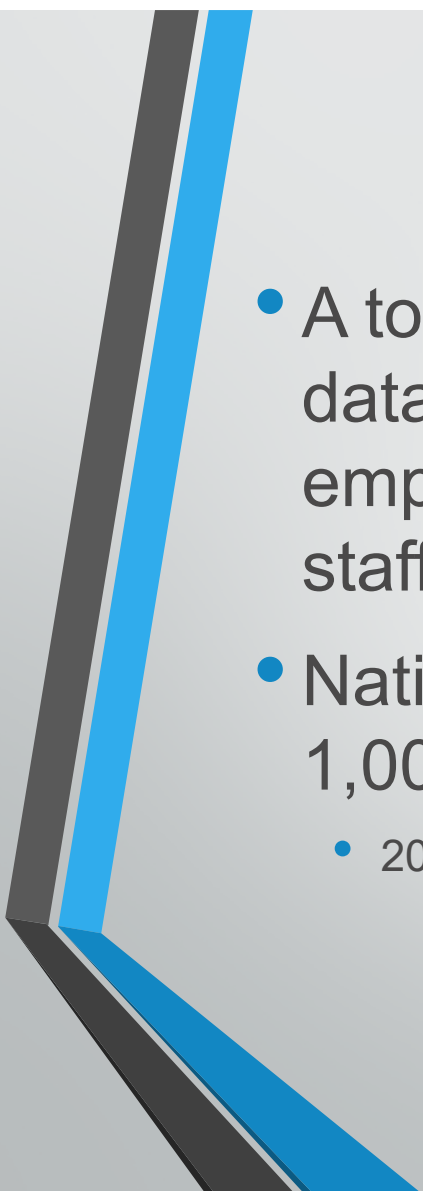
As Stated in 2015 Village Police Staffing Study  
Supported by the International City/County Management Association (ICMA)

- A “Rule of 60” is supported by the International City/County Management Association (ICMA) to evaluate law enforcement staffing allocation and deployment. The rule states that the average workload for a patrol officer should not exceed 60%. Meaning that no more than 60% of patrol time should be utilized by workload demands from the community. Workload demands include time actually, spent responding to calls as well as report writing. The remaining 40% of time is discretionary time for officers to be available to address community problems and be available for serious emergencies.



## Staffing Models cont.

- The size and style of a police department and the types of services that it provides are a reflection of the character and demands of that community.
- The challenge is to determine the appropriate allocation and deployment of officers to meet that demand.

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- A total of 13,497 law enforcement agencies provided data on the number of full-time law enforcement employees (sworn officers and civilian personnel) on staff in 2018.
  - Nationwide, the rate of sworn officers was 2.4 per 1,000 inhabitants.
    - 2018 FBI Unified Crime Report

## Law Enforcement response to calls

- Society & Legal System has changed our response
  - **More transparency** – body and car cameras = more report time reviewing data
  - Retail thefts – more common to be felonies and repeat offenders requiring more time then issuing a ticket
  - DVO and OWI laws have changed requiring additional steps in every arrest
    - Child Protection, Adult Witness Protection, DA's Office,
    - Mental Health and Welfare calls are now a several step process. Often requiring the officer to respond to 2-3 locations before reaching the subjects destination. Then start the report writing
- **Nearly 75% of calls are a 2-officer response**

# The Goal of Law Enforcement is to change a behavior



Presence



Arrest

Warning or Citation





# Traffic Control & Speeding

- Top complaint heard by Village Board
- Also top complaint in every city Nation wide
- Traffic is just a small portion of what we do
- Changes and demands in society dictates Proactive vs. Reactive enforcement
- Our goal is to find long term solutions
- Traffic results are dictated by citizens choices, not always through police interaction

# Future Standards in Law Enforcement

- Proactive vs. Reactive Standards
  - Percentage of time spent in area responding to calls should = time spent proactively enforcing laws in that area. Not over enforcing
  - Some agencies are now tracking this
  - Law makers are now pushing for these standards across the nation
- Community Outreach is now top of the list
  - Nationwide, & stressed by our Sheriff
- DEO's roles have changed over the years
  - Getting out of cars to establish contacts/trust
  - Community outreach & educational programs
  - Working for long term solutions

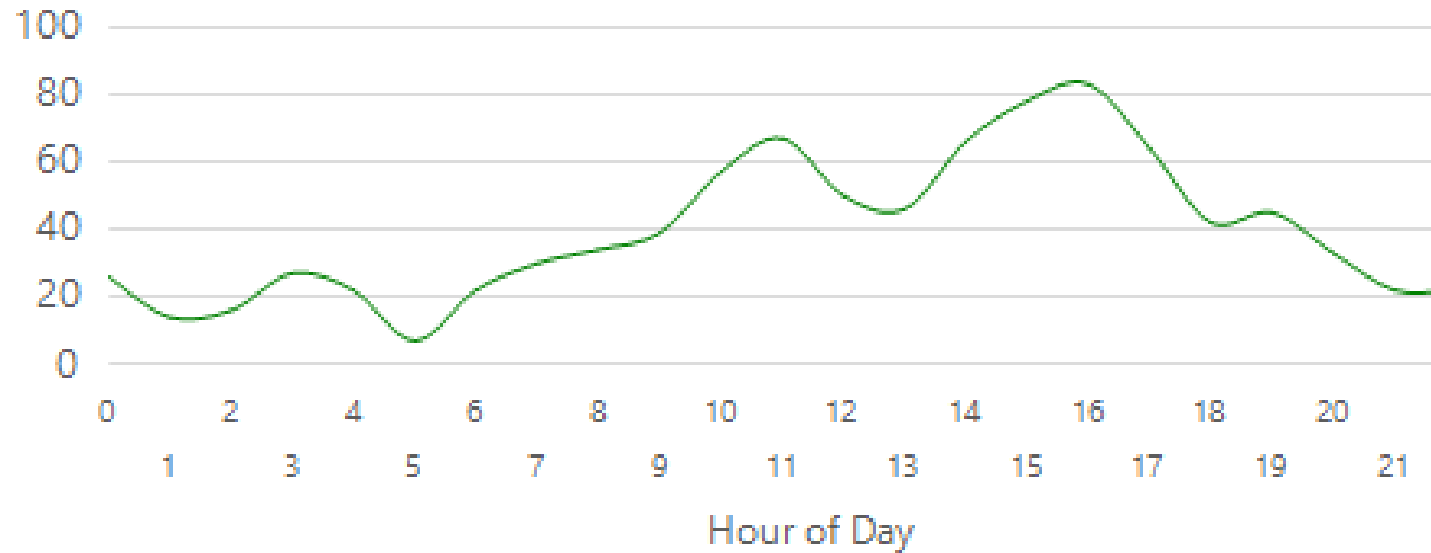




# Police Staffing Options for next few years



### Call Volume By Hour



2020 Call Volume By Hour



# 16 hr. Swing shift fully covered



- 10 am – 6p & 6 pm -2am (Swing Shift)
- 2021 budget added additional hours to cover scheduled days off
  - Currently **NOT** covered if a benefit is used
- Proposal would be to cover all hours when off, on vacation, or using a benefit.
  - Can still maintain with four squads and one spare
  - Greatly decreases the time assigned County cars are backing up Village cars



## Additional Assigned Traffic DEO

- Village of Howard added in 2014
- Village of Suamico added a 3<sup>rd</sup> DEO in 2015
- Interviewed position
- Flex schedule to meet the needs of the village
- 70% traffic enforcement & education, 30% as needed
- No need to back fill the position
- Additional squad would need to be added

## 2 – 24 hr. patrol cars, each shift

- Most coverage for the entire Village
- Initially the largest financial impact to the Village
- Additional vehicles would need to be purchased
- \*Village continues to grow; this will be needed at some point\*





A great place to grow your police force 😊

