



COLERAIN POLICE DEPARTMENT

ADDRESSING THE LOSS OF HAMILTON COUNTY SHERIFF'S
OFFICE (HCSO) SERVICES

Current Partnership - HCSO

- In July of 2011, the Township agreed to contract for the services of one patrol deputy, one Neighborhood Resource Officer and one Traffic Safety Officer
 - The contract was for four years and expires in 2015
- On January 27, 2012, the Hamilton County Sheriff sent a letter to several townships seeking compensation for the non-contracted deputies
- The Sheriff requested the Township make payment or lose the services of deputies
 - In Colerain, we were advised the Township would need to compensate for the expenses of 15 deputies, in addition to the 3.5 deputies already contracted

Current Staffing

- The Township is staffed with enough police officers and deputies to patrol the six beats in Colerain Township

 - The Sheriff's Office staffs three of the beats 24/7

 - The 12 hour workday decreases the staffing from 15 deputies to 13

 - Services provided through the contract include one patrol deputy, traffic safety officer and Neighborhood Resource Officer(NRO)

 - The Township budgeted the funds to meet the costs of the contract for additional services as approved in July 2011

Current Situation

- The Township does not have the funds available to pay for the services of the non-contracted deputies
- The Township has advised the HCSO that we intend to fulfill the requirements of the July 2011 contract with the Sheriff's Office
- We had discussion with the HCSO as recently as March 22nd regarding the staffing levels of the HCSO
- Local media reported on Monday March 26th that the HCSO is reducing the number of deputies assigned to patrol Colerain Township by 11
- That leaves only four deputies assigned to patrol the Township
 - Awaiting a written proposal/contract from HCSO

The Plan

- A five year “phase-in” plan was established to address the loss of service, while maintaining local financial controls
- The first and most important step was gaining support from the stakeholders, which include the officers and staff of the Colerain Police Department
 - In the past few days, the two bargaining units (police officers and sergeants) agreed to restructure their contracts to create future financial savings for the Police Department

Working Together

- The bargaining units enacted a wage freeze, along with other Township bargaining units during 2011 for the 2013 fiscal year
 - The freeze created a Department savings of approximately \$72,000 for salary and wage associated benefits
- Through a Memorandum of Understanding (MOU), the bargaining units agreed to eliminate “step” pay increases for new officers hired after May 1, 2012
- The unions also agreed to an increased health care contribution of 20%
 - This new amount is an increase of 3% from 17% for all new employees, effective immediately

Recommendations

Promote a full-time third shift Records Clerk from current part-time staff

- The new clerk will contribute at the new 20% rate for insurance

- Replace the part-time clerk

Conduct a selection process for police officers

Hire one full-time police officer

Appoint 14 "reserve" police officers in 2012

- Reserve officers will be Ohio certified police officers
- Officers will pay for a portion of their equipment to offset costs
- These officers will serve in policing and clerk functions
 - Department can remain open 24 hour per day/seven days per week

Reserve Officers

- Officers would be selected under the same criteria as full-time officers
- Officers would be required to participate in all mandated Police Department training, to include field training
- The "reserve" officers will provide the same duties and essential functions as a full-time police officer
 - These officers will be held to the same standards of conduct and productivity
 - The Department will focus the selection effort on recently graduated, OPOTA certified police officers
 - Allows the Police Department to maintain a budget that was anticipated to extend our five year 2007 police levy through a sixth year and 2013

Phase-in Plan – Beginning 2014

- Three reserve officers would be promoted to full-time positions
- Each year, through 2017, three additional officers could be promoted from the “reserve” officer corps
- Because of the of training and road patrol experience as reserve officers, these newly promoted officers would immediately assume the duties of a full-time officer
 - All officers would begin at the newly established “entry” level salary
- Because of the partnership with the two unions, the elimination of steps and increased health care contributions will save the Township almost \$230,000 dollars from 2014 through 2016
- Include the “wage freeze” for 2013 and from 2013 through 2016, the Union’s partnership will have saved the Department more than \$300,000, while altering the public employee compensation process in Colerain Township

Court Officer Plan

- In June of 2011, a meeting was held with the Hamilton County Prosecutors Office to solicit input on a plan to reduce court time for officers resulting in a reduction in overtime cost and increasing officers availability for duty
- The Prosecutors encouraged our Department to move forward with our “Court Officer” plan
 - The plan allows for officers to spend less time in court on their duty days, thus increasing the number of officers patrolling in the Township
 - The officers have more control of their regularly scheduled time off
 - The Department will save money not having all the officers in court every day while still addressing our cases in the courts

| LEGEND: Hamilton County Sheriff's Office Colerain Police Department | | CURRENT STATE | INTERIM STATE | END STATE |
|---|---------------------------------------|--|--|--|
| Reserve Officers: Utilization of two "Power Shift" Teams -2 Officers work Noon - Midnight -2 Officers work 3:00 p.m. - 3:00 a.m. This will allow for 4 of the 5 beats to have two officers during the busiest times Additional Duties Include: One weekend (8 hour) shift per month in the Clerk's Office or four shifts per weekend | Services | | | |
| | PATROL | BEAT 1 BEAT 2 BEAT 3 BEAT 4 BEAT 5 BEAT 6 | BEAT 1 BEAT 2 BEAT 3 BEAT 4 4 Shifts/Extra | BEAT 1 BEAT 2 BEAT 3 BEAT 4 4 Shifts/Extra |
| | TRAFFIC | CAR 1 CAR 2 | CAR 1 CAR 2 | CAR 1 CAR 2 |
| | Neighborhood Resource Officers | NRO 1 NRO 2 NRO 3 | NRO 1 N/A | NRO 1 NRO 2 NRO 3 |
| | Bike Patrol | Officer 1 Officer 2 | N/A | Officer 1 Officer 2 |
| | School Resource Officers | SRO 1 (Northwest) SRO 2 (Colerain) | SRO 1 (Northwest) SRO 2 (Colerain) | SRO 1 (Northwest) SRO 2 (Colerain) |
| | School Investigator | Officer 1 | Officer 1 | Officer 1 |
| | NORTHGATE MALL | N/A | N/A | Officer 1 Officer 2 |
| | TOTAL SWORN OFFICERS: | | | |
| | Hamilton County Sheriff | 18.5 | 7 | 7 |
| | Colerain P.D.: Regular | 38 | 38 | 40 |
| | Reserve | 0 | 0 | 6 |
| | Total | 56.5 | 45 | 53 |

Final Perspective

The plan is creative, innovative and "cutting edge"

We are an internationally accredited Police Department, that makes up less than 6% of all law enforcement agencies with a committed group of police officers and leaders

Since 2005, we are a three time awardee

Most recently, awarded "Accreditation with Excellence"

Our entire Police Department is confident in the processes we have in place and committed to its success

We have all been tasked to think differently and be creative

I believe the steps presented will address law enforcement service in the Township, because I believe in the people already engaged in the process

Final Perspective

- We were smart enough to recognize, from 2007 to now, that the financial hardships faced by Hamilton County will continue for an unknown period of time
- We practiced “fiscal responsibility” during this time, that allowed us to add one year to a five-year police levy, while continuing or adding to the policing services we provide to our community
- We hoped for one result, while preparing for the potential of another, less desired, impact on services provided to our residents and businesses
- We have a duty to everyone in our community to provide quality policing service