Police Department Staff

• **34 Fulltime Sworn Officers (and 1 frozen position)**
  * Chief
  * 2 - Commanders (1 Patrol, 1 Support)
  * 4 - Lieutenants (3 Patrol, 1 Detective)
  * 4 - Sergeants (3 Patrol, 1 Detective)
  * 5 - Detectives (2 General, 1 Drug, 2 School Resource Officers)
  * 16 - Patrol Officers
  * 1 – Patrol Officer with K-9
• **1 - Marine Patrol Officer**

• **We have only 4 Support Staff**
  * 2 Clerical (1 Administrative Secretary, 1 Bookkeeper/Records Clerk)
  * Parking Enforcement Officer
  * Animal Control Officer
PD Activities

• Officers handled 26,662 Calls for Service in 2018. (an increase of 2,271 calls from 2017!)
  – Reports of Crimes
  – Motor Vehicle Crashes
  – Traffic stops
    • 6,866 vehicle stops (an increase of 1,707 from 2017)
    • 1046 Tickets Issued (an increase of 202 from 2017)
  – Other Calls for Assistance
Investigative Reports

Arrests
- 2016: 962
- 2017: 914
- 2018: 1343

Offenses
- 2016: 1344
- 2017: 1385
- 2018: 1318

MV Crashes
- 2016: 838
- 2017: 885
- 2018: 872
Other PD Activities

• Follow-up Investigations

• Community Outreach
  – Members represent department in various community initiatives/partnerships: Drug Take Back, Child Safety Seat Inspections, Project Lifesaver, Developmental Disabilities Registration Program, Citizen Police Academy, SASSMM, Sweetser, Good Morning Program, TRIAD, People Plus, Teen Center, United Way, Special Olympics, Adopt a family at Christmas, Police Benefit Association Scholarship, No-Shave November fundraiser, Internet Purchase Exchange

• Explorer Program
  Youth development program of Scouting USA for 15 to 21 year olds for exploring a law enforcement career
• **ALICE Training:** *(Alert, Lockdown, Inform, Counter, Evacuate)*
  Active Shooter civilian response training for our schools and other organizations.

• **Special Enforcement Details:** OUI, Seatbelt, Speeding, Crosswalk Violations, Liquor Enforcement...

• **Specialized Units:** Accident Reconstruction, Special Response Team, Fire Investigation, Drug Recognition Experts, Child Safety Seat

• **Participate Task Forces & Partnerships with Other Agencies:**
  Drug, Burglary, Elder Abuse, Mental Health, Adult and Juvenile Probation, Special Response Team, Sweetser, People Plus, Teen Center...
Fulltime Officers – Comparison of Brunswick w/ Similar Municipalities

Brunswick - 20441
Saco - 19014
Sanford - 20906
Scarborough - 19524
Augusta - 18705
Biddeford - 21337
Auburn - 22912

Population Source – Census.gov (2014 Estimated)
Fulltime Officers Per 1,000 Residents – Comparison of Brunswick w/ Similar Municipalities

Population Source – Census.gov (2014 Estimated)
## Minimum Patrol Staffing

<table>
<thead>
<tr>
<th></th>
<th>0700-1700</th>
<th>1700-2100</th>
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</table>
Effects of having fewer officers

• Less time for proactive activities (motor vehicle violations, bike/pedestrian safety, liquor enforcement, directed patrol)
• Loss of downtown foot and bicycle patrols
• Less time for community outreach activities
• Increased response times
• More overtime to achieve minimum staffing
• Almost all time off will result in overtime
• Tired, stressed officers effect the safety of both the citizens and our officers
• With only 34 officers, if we have officers out injured, sick, vacation, training, military leave or vacancies, then the number of officers available to work dips dangerously low.
Recruiting Efforts

• Hiring Bonus ($5,000) and referral fee ($1,000) for academy graduates
• Maine Veteran’s Hiring Event
• Developing relationship with Unity College law enforcement program
• Attending career fairs/events at USM, UMO, Thomas College, St. Joseph’s College, Central Maine Community College
• Starting pay increased
• Encouraging more officers to teach at MCJA
Traffic Safety Officer Request

- Our most frequent complaint from residents concern traffic. Specifically speeding, stop sign, and traffic light violations.
- General traffic complaints have a lower priority than a crime in progress or crash.
- This officer could address “hot spots”
- Increased traffic enforcement should decrease motor vehicle crashes.
Crashes

- 2013: 663
- 2014: 707
- 2015: 738
- 2016: 769
- 2017: 839
- 2018: 885
When 35 is Really 28...

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<tr>
<th>Position</th>
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<tr>
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<td>Total</td>
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When 35 is Really 28, cont’d

Reasons for Unavailability

• 1 - Military Leave (120 days, another officer will soon be going for 30 days, additional vacancies for 14 days coming throughout year)
• 2 - Long Term Injury/Illness (1 for 90 days, 1 for 60 days)
• 1 – Initial Training (Currently at MCJA, won’t be ready available to work alone until Aug. 2019)
• 2 – Vacancies - Attempting to Fill (Best case scenario available in March 2020 if hire by mid-July 2019)
• 1 - “Vacancy Factor” (2018-19 authorized but not budgeted, currently budgeted in 2019-20 Budget)
Upcoming Staffing Challenges

• Potential Retirements (5 in next year)
  – 1 Officer Currently Working Past Retirement Date (Eligible to Leave)
  – 2 Eligible to Retire by Late 2019
  – 2 Eligible to Retire in 2020

• MCJA Slots Becoming Harder to Obtain
  – Current backlog of over 100 officers to be trained
  – Some slots now being allotted based upon contributed instructor hours (entitles Brunswick to minimum of 2 slots in 2019)

• Normally 1-2 unexpected vacancies each year
2019-20 Police Budget Request

- Personnel: $2,688,940 (90%)
- Benefits: $1,342,403
- Contractual Services: $198,045
- Materials and Supplies: $224,260

Total Police Request: $4,453,648
Increase from 2018-19
$376,330
(includes $100,000 transfer from Marine Resources)

• Personnel Services
  – Filling 35th (Unbudgeted) Position ($60,000)
  – Traffic Safety Officer ($92,750)
  – Additional Training for Narcan/Less than Lethal Force ($7650)

• Balance of increase is contractual increases in wages/benefits, increase includes shifting of $100,000 for marine enforcement officer back into police budget, and small increases based on experience for contractual services and material and supplies
Emergency Communications
• 10 Communications Officers (includes working supervisor)
  – Virtually all time off results in overtime
• First contact for visitors to police station. 16,000 yearly visitors
• Minimum of two communications officers on duty
• Handled **44,914** logged calls for service in 2018 (Brunswick Police, Fire, & EMS; Freeport Police, Fire, & EMS, and Pownal Fire). (**1,452 more CFS’s than in 2017**) (**11,556 more than in 2009**)  
• In addition to these 44,912 logged calls, Our Communications Officers answer an additional ±50,000 more telephone calls on our business and 911 lines.
• All officers are certified as Telecommunicators and Emergency Medical Dispatchers with the State of Maine.
• Good Morning Program, Red E. Fox Safety Program, Maine Homeless Veterans Alliance.
Communications Officer Request

• 19.5% increase in E-911 calls since 2015 due to re-routed cell phone calls

• A minimum of 100 Emergency Medical Dispatch calls and ALL fire calls must be reviewed monthly for compliance with state mandated protocols. Police protocols are coming soon.

• Lessen burden on:
  – Working supervisor which makes supervisory duties difficult
  – CO who assists with IT problems, PC’s, servers, upgrades, downloads, etc.

• Reduce overtime
2019-20 Communication’s Budget Request

Emergency Services Dispatch
$958,599

Personnel: $613,768
Benefits: $299,831
Contractual Services: $36,000
Materials and Supplies: $9,000

95%
Increase from 2018-19
$109,696

• Personnel Services
  – Additional Communications Officer ($61,928)

• Balance of increase is contractual increases in wages/benefits, and small increases in contractual services and material and supplies based on experience
Brunswick Police Station
Brunswick Police Station
2019-20 Police Station Budget Request

- Personnel: $12,901
- Benefits: $28,049
- Contractual Services: $57,830
- Materials and Supplies: $15,839

Total: $114,619
Increase from 2018-19
$2,521

• Contractual increases in wages/benefits, and small increases in contractual services and material and supplies based on experience
Total Budget Request

Total Request $5,526,866

$318,070 Personnel
$3,330,757 Benefits
$1,658,073 Contractual Services
$219,946 Materials and Supplies

Increase over 2018-19 budget $388,548 7.56%