

BPD Staffing Proposal FY 2022

1

Objective:

- ▶ Maintain double coverage in patrol on all shifts, 7 days per week. Hours will be made available through the addition of patrol officer(s) to properly train personnel to aid with investigations.
- ▶ This coverage requires 336 patrol hours per week. Currently, utilizing FT patrol personnel, we can cover 280 patrol hours per week. The addition of one FT patrol officer does not meet the stated objective. However, when we supplement our PT availability we barely do so. The recent addition of one PT (per diem) employee will also supplement/assist, though not on a "scheduled" basis
- ▶ None of the above accounts for vacations, sick leave, training, or administrative duties.

2

Justification:

- ▶ Current Town demographics and staffing.
- ▶ Staffing surveys and statistical analysis.
- ▶ Prior staffing recommendations (Critical Facilities/Utilities document).
- ▶ Staffing Deficiency Overview
- ▶ Current activity levels and demands on staff.

3

Town of Barrington

- ▶ 198.4 persons per square mile of land area. Barrington contains 46.7 square miles of land area and 1.9 square miles of inland water area.
- ▶ 8,576: Total Population in 2010 US Census
- ▶ 9,326: Current Population (census)
 - ▶ 8.7% Increase over the decade
- ▶ Major State Roads: Route 4, Route 9, Route 125, Route 202

4

Barrington Police Department Staff

- 1 Chief of Police
- 1 Deputy Chief
- 2 Patrol Supervisors
- 1 Detective
- 6.5 Patrol Officers

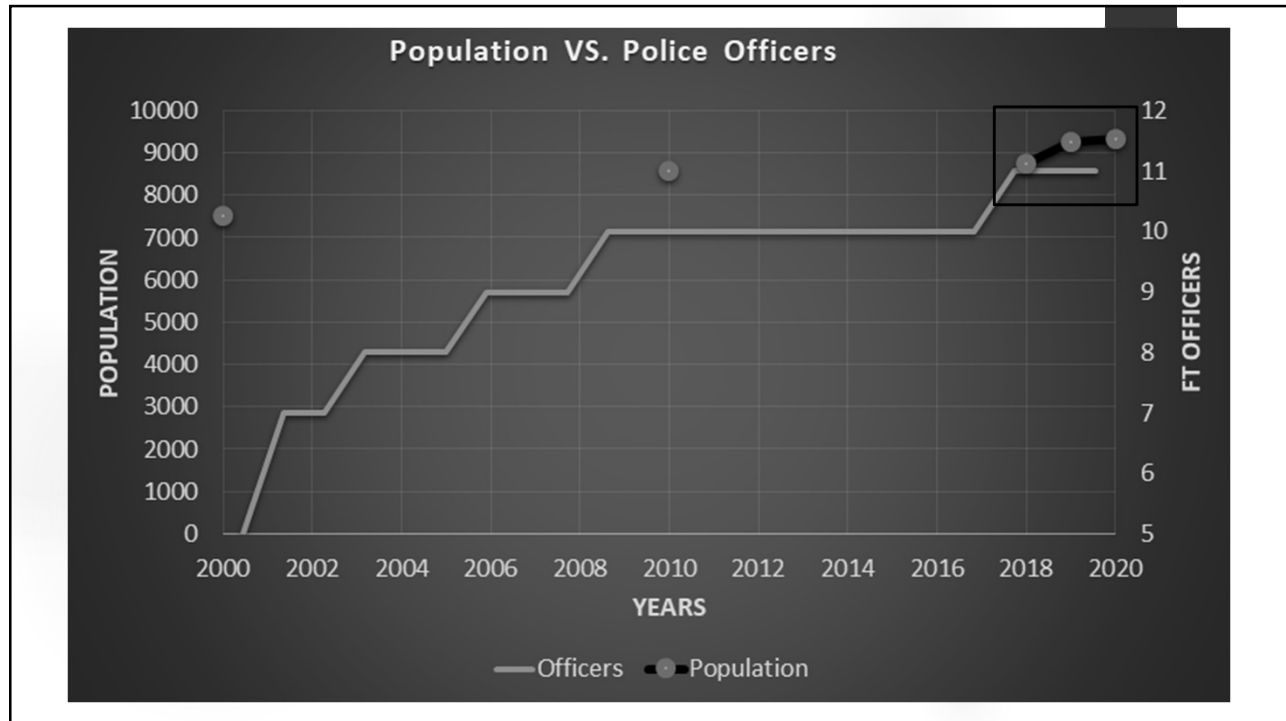
Total Officers: 11.5

5

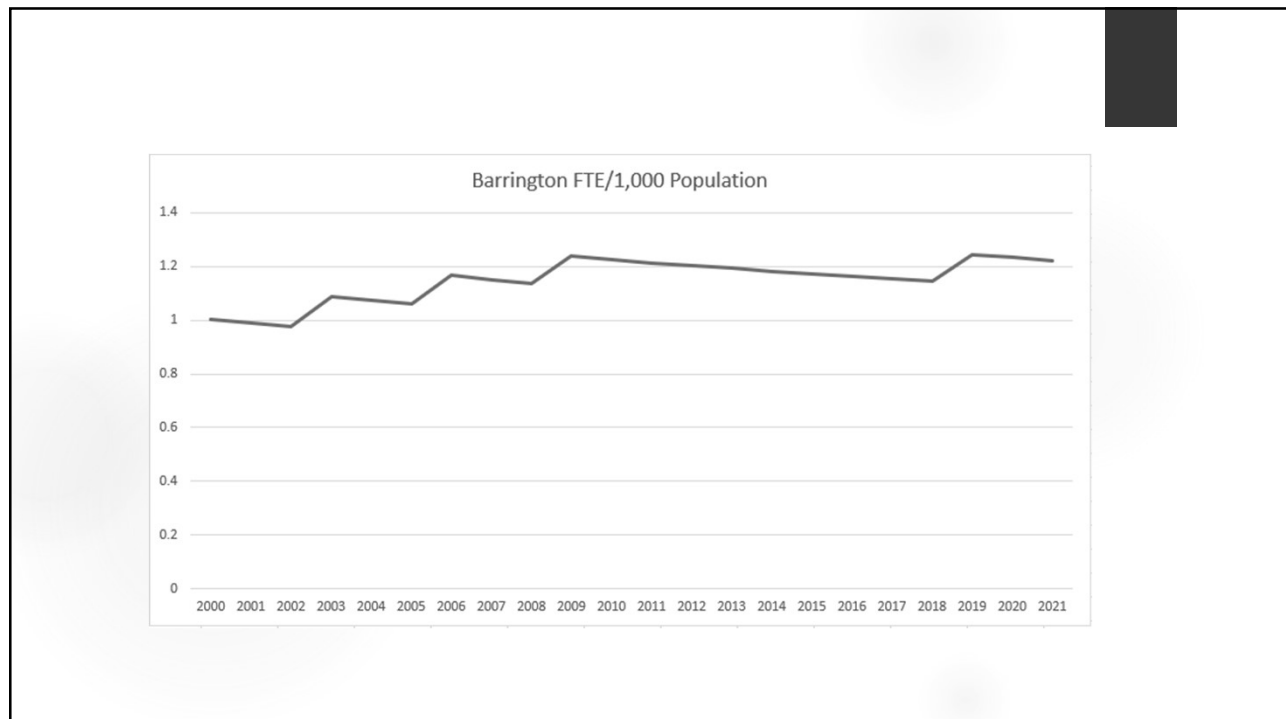
Barrington PD Officer Trends

- ▶ 2018-Present: 11.5
- ▶ 2008-2018: 10.5 (no staff increase in a decade)
- ▶ 2005-2008: 9.5 (based on increase in the budget)
- ▶ 2002-2005: 8.5
- ▶ 2000-2002: 7.5

6



7



8

Staffing by Population

Town	FT Officers	Population	FT/1k Residents
Barrington	11	9,326 (census)	1.17
Durham	21	16,293	1.28
Farmington	14	6,973	2.00
Lee	9	4,569	1.96
Middleton	4	1,838	2.17
Milton	8	4,624	1.73
New Durham	5	2,706	2.37
Rollinsford	5	2,587	1.93
Strafford	6	4,212	1.42
Average			1.78

Population totals derived from New Hampshire
Employment Security

9

2019 RELEASE UNDER E.O. 14176

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Table 71

Full-time Law Enforcement Officers
by Region and Geographic Division by Population Group
Number and Rate per 1,000 Inhabitants, 2019

[Overview](#) | [Data Declaration](#) | [Download Excel](#)

Region/geographic division		Total (10,247 cities; population 196,900,226)	Group I (85 cities, 250,000 and over; population 62,520,440)	Group II (207 cities, 100,000 to 249,999; population 30,396,343)	Group III (427 cities, 50,000 to 99,999; population 29,799,314)	Group IV (788 cities, 25,000 to 49,999; population 27,147,744)	Group V (1,644 cities, 10,000 to 24,999; population 26,146,921)	Group VI (7,096 cities, under 10,000; population 20,389,462)	Total city agencies	2019 estimated city population	Cr. (C) agi pop 914
TOTAL	Number of officers	443,173	160,606	49,987	42,113	46,485	49,861	88,121	10,247	196,900,226	254
	Average number of officers per 1,000 inhabitants	2.3	2.6	1.6	1.6	1.7	1.9	4.2			2.8
NORTHEAST	Number of officers	125,176	49,224	6,853	12,975	15,848	16,006	24,270	2,526	44,387,838	
	Average number of officers per 1,000 inhabitants	2.8	4.2	2.5	2.0	1.9	1.8	3.9			
NEW ENGLAND	Number of officers	27,416	2,143	3,488	5,210	6,089	5,708	4,778	781	12,741,851	
	Average number of officers per 1,000 inhabitants	2.2	3.1	2.5	2.0	1.9	1.9	2.8			

US DOJ: Northeast/New England Average

- Towns/Cities Population Under 10,000
- Average number of officers/1,000: 2.8
 - Barrington Population: 9,326
 - $9,326 \times .0028 = 26.11$ total officers

- Towns/Cities Population 10,000-24,999
- Average number of officers/1,000: 1.9
 - Barrington Population: 9,326
 - $9,326 \times .0019 = 17.71$ total officers

DOJ Average: 21.91 total officers

10

US DOJ New Hampshire Average

- ▶ New Hampshire Full-Time Sworn Officers per 1,000 residents: 2.82
- ▶ Barrington Population 9,326 x 0.00282 = 26.29

averages based on 2019 UCR Table 77

11



This indicator is calculated by dividing the **number of sworn police officers** by the total population. We multiply the result by 1,000. According to the FBI, sworn officers meet the following criteria: they work in an official capacity, they have full arrest powers, they wear a badge (ordinarily), they carry a firearm (ordinarily), and they are paid from governmental funds set aside specifically for payment of sworn law enforcement representatives. In counties with relatively few people, a small change in the number of officers may have a significant effect on rates from year to year.

In Strafford County, New Hampshire...

- There were 1.7 police officers per 1,000 people in 2015, compared to 2.0 police officers per 1,000 people in New Hampshire.

UNH-Carsey School of Public Policy

By this measure:
 $9,326 \times .0017 = 15.85$ officers

12

Bartell Formula

- The prior models all are "generic" in nature and take little into account beyond population. The Bartell Formula is "Barrington Specific" since it takes our individual statistics into account.
- Developed to more accurately provide the number of police officers required for any particular community.
- Nationally accepted: used in conjunction with various National FBI Academy Trainings by the Center of Executive Assessment and Development.
- The Bartell Formula uses key factors to determine the number of sworn officers needed (calls for service, patrol and traffic enforcement, investigations).
- The Bartell Formula DOES NOT take into account support personnel, "other" daily activities (court, training, meals, etc.), administrative duties (scheduling, grant writing, reviewing reports, BWC, etc.).

13

Bartell Formula

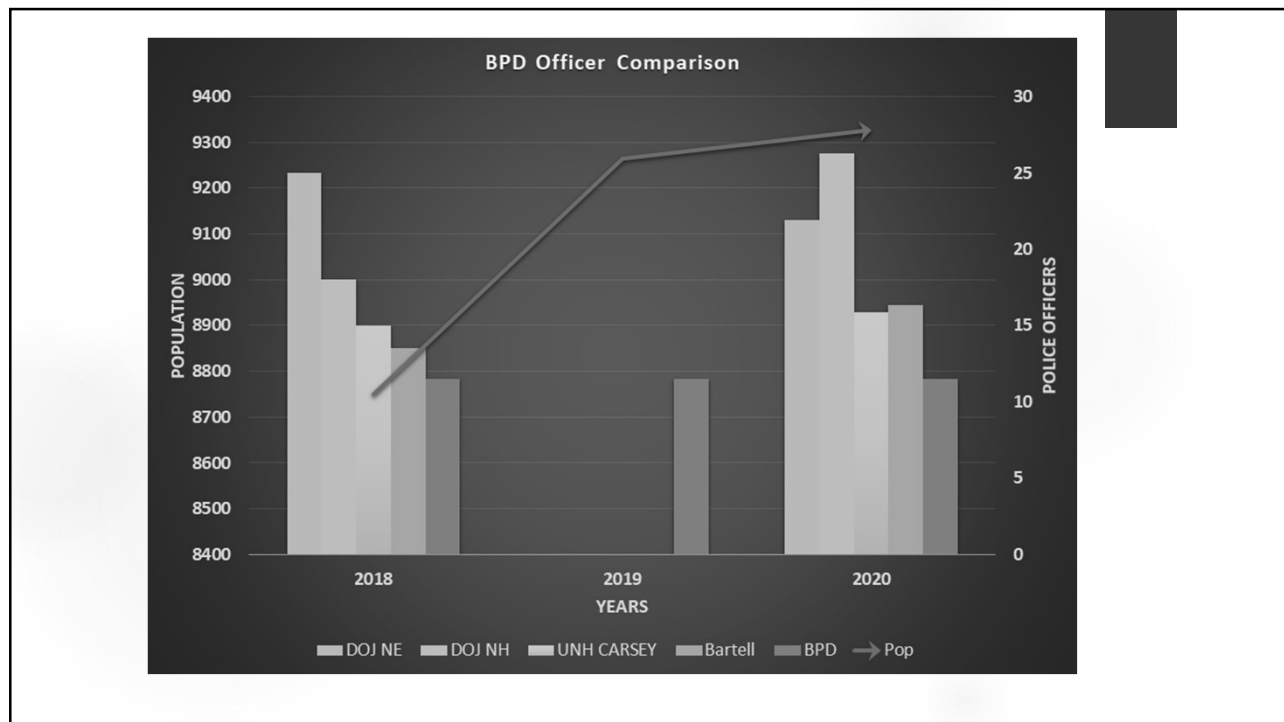
2016 Statistics

- ▶ Calls for service (less MV): 8,118
- ▶ Motor Vehicle Stops: 2,5825
- ▶ Index related investigations: 72
- ▶ Non-index investigations: 210

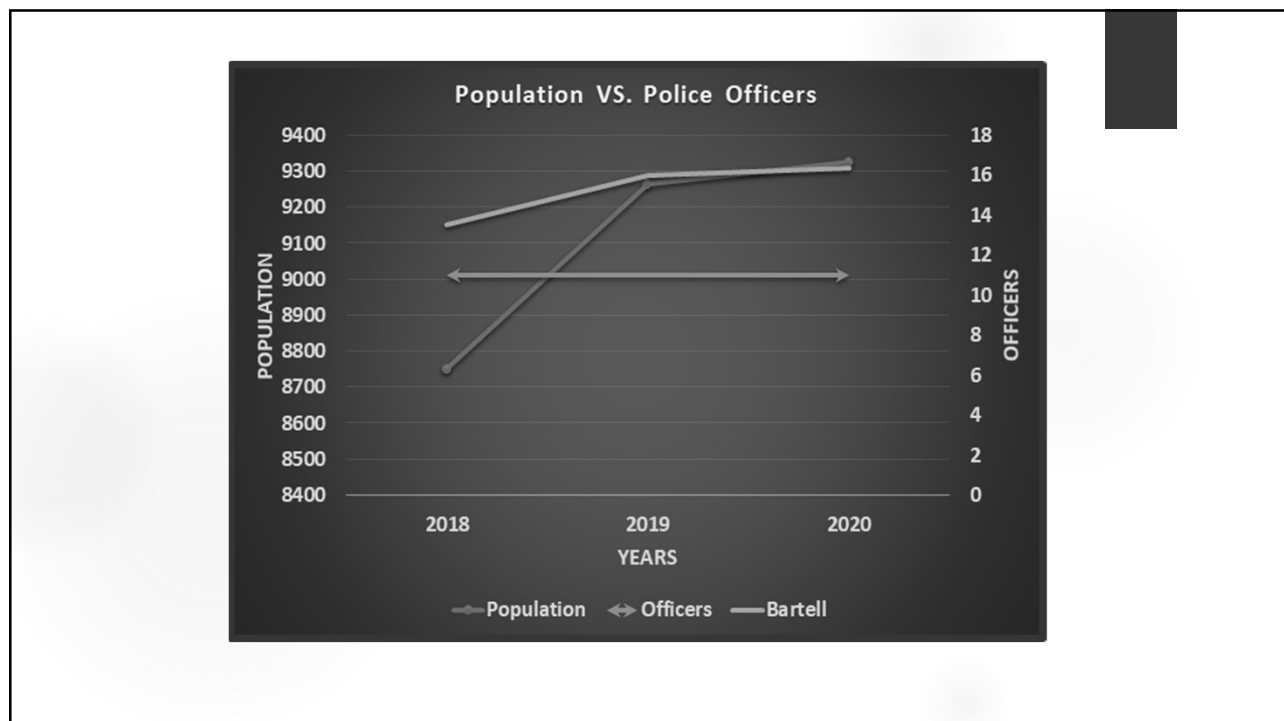
2020 Statistics

- 10,730
- 2,509 (low due to CV directive)
- 81
- 217
- ▶ Staffing requirement not including the Chief of Police: 13.5
- 16.34

14



15



16

TOWN OF BARRINGTON



CRITICAL FACILITIES & UTILITIES

- (a) Based on four police staffing summaries (US Department of Justice Northeast New England Average; US Department of Justice New Hampshire Average; Carsey School Strafford County Average; and the Bartell Formula), the Town should increase the Police Department to include 16 full-time sworn officers (just short of 2 officers per 1,000 residents) within the next five to ten years. This should include two additional patrol sergeants, one school resource officer, and two patrol officers.
- (b) Determine if the funding set for 2020 to cover the school resource officer (50% from the School Board and 50% from the Town) is the most economically feasible and responsible approach and plan accordingly.
- (c) Monitor Barrington's population growth over the next five to ten years and determine if an additional detective sergeant position is needed.
- (d) Determine what social and rehabilitation services, which could reduce the reliance of police force and help address some of the underlying causes of crime, could benefit from additional funding.

* The above document was completed at the Town level, prior to Chief Joy's tenure.

17

Staffing Deficiencies (July 21, 2021-Present)

- ▶ 41 open patrol shifts (training, vacation, etc.)
 - ▶ Approximately 20 backfilled
 - ▶ At least 12 nights shifts left partially/completely single coverage
- ▶ Scheduled single coverage from 0600-1400: Sunday, Monday, Tuesday and from 0600-1600 on Wednesday (Chief is the "second unit" Monday-Wednesday)
- ▶ Scheduled single coverage from 0200-0600: Sunday, Monday and Tuesday (this will change when Off. Reznicek returns from the Academy)
- ▶ Chief Joy was the sole day shift multiple days during this period
- ▶ Experience: From 2010-2015, BPD's average LE experience level was 18 years. In 2019, it was reduced to 6.1 years. Today, the average in patrol (FT) is just over 4 years (7.85 if Chief and DC are included).

18

Calls and Staff Impact

- ▶ 201 arrests to date (up from 183 TOTAL in 2020)
- ▶ 6,477 total calls for the first half of 2021 (13,239 total in 2020)
- ▶ June 30, 2021-Present (arrest overview)
 - ▶ 7 DUI arrests
 - ▶ Reckless Conduct Involving Firearm (shot discharged)
 - ▶ 6 Domestic Violence Arrests
 - ▶ Stabbing
 - ▶ Strangulation
 - ▶ Firearm involved/potential standoff
 - ▶ One handled without backup

NONE of these calls should be handled by a single officer!

19

Calls and Staff Impact (cont.)

Single-unit response eliminates use of force options.

With a reduced level of experience, multiple officers are required to handle a wider variety of calls.

Prior Practice is not Best Practice: calls which routinely were handled by a single unit now require a two-unit response (mental health and DV!).

It is no longer acceptable to sacrifice officer safety for budgetary concerns.

Staffing concerns in surrounding Agencies makes mutual aid less reliable than in the past.

Staffing shortage causes undue stress on staff due to excess shift coverage.

Hiring, training, retention, and morale.

20

Staffing Solution:

- ▶ For FY 2022, BPD would like to budget for one (1) additional patrol officer for 9 months (starting April 1, 2022). The proposed timeframe allows us to make the addition at the will of the voters.
- ▶ The addition of a single FT patrol officer, under fully staffed conditions, will allow BPD to meet its stated staffing goal in most circumstances.
- ▶ BPD will evaluate coverage during FY 2022 and 2023 and work with the Board to consider appropriate staffing going forward.

21

Cost Considerations:

- ▶ Annual cost for a new hire (no experience): \$87,234
- ▶ Budget Impact with April 1, 2022 start date: \$65,425 (\$0.0565 per \$1,000)
- ▶ With the addition of the "per diem" PT position and this anticipated position, I would have expected to offset some costs from the overtime line. However, given the new (better) practice as discussed with Road Agent Moreau for traffic control during highway projects, additional overtime will be expended.

22

Conclusion:

- ▶ The foundation for additional staff was presented in 2018 and has been mentioned during budget presentations almost annually since.
- ▶ We are currently understaffed by any measure we care to discuss.
- ▶ This situation is impacting operations, service to the Town, and all facets of employee relations.
- ▶ I hope to work with the Board to reach a solution which is acceptable to the Board, the residents of Barrington, and BPD staff.