



Harding Township

Harding Township Committee

Police Department Study Summary Report - Community Outreach

July 9, 2012

Agenda

- Status & Next steps
- Report on Community Outreach

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Status & Next Steps

- Community Outreach – mostly completed
- Analysis – in progress
 - Benchmarking and Financial Analysis
 - In progress
 - August presentation (first presentation planned)
- Consulting Firm – in progress
 - Several candidates identified
 - Developing statement of work & RFP
- Contract Negotiation with PBA (Police Union)
 - Current contract expires 12/31/12
 - Contract covers patrolman & sergeants only
 - Negotiation starts October (90 days prior)

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Community Outreach

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Community Outreach

Objectives

- TC wanted to consult a broad cross section of Harding
- Reach out to Harding organizations and interested residents
- Tap local experts/expertise
- Receive substantial community input prior to:
 - Performing analyses,
 - Hiring consultant(s),
 - Developing options,
 - Implement decisions, or
 - Starting contract negotiations with PBA

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Community Outreach

Presentation Purpose

- Summary report to public
- Underscore
 - the diversity of views & perspectives
 - Not a one dimensional matter

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Community Outreach

TC

- Conducted approximately 25-30 meetings since April, including:
 - Interviewed 6 Harding entities
 - ~ 15 interviews with families & individuals
 - ~ 5 meetings with local experts
- Received letters & emails
- Individual conversations with many residents
- Responded to all residents who wished to contact the TC
- Not scientific

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Harding Entities

Entities

- NV First Aid Squad
- NV Fire Department
- GV Fire Department
- HT Board of Ed
- HT Seniors
- Great Swamp Wildlife Refuge
- Others*

Interview format

- Questionnaire

* Not yet conducted

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First Aid Squad

Primary Interactions with HTPD:

- PD is First Responder
 - 911 County Dispatch contacts PD then FAS
 - PD first to arrive and help. Secures location.
 - Provides information update
- Traffic and pedestrian safety at scene
- Supplementary manpower
 - Help with stretchers & patient management
- Good working relationship with the PD

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First Aid Squad

- Requests
 - Ensure adequate patrol coverage
 - EMS training for officers. (Only 1 certified)
 - Help oppose legislation requiring 200 hrs. EMT cert for First Aid Squads
 - Help recruiting FAS volunteers
- Other
 - No interaction with detective function
- Budget & Cost Saving Suggestions
 - No specific suggestions
 - General concern about Township efficiency

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First Aid Squad

Conclusions

- Main Dependencies:
 - PD – fast accident response time
 - PD - adequate patrol coverage during incident
 - More FAS volunteers
- Financial
 - FAS very important to Town re public safety
 - Volunteer nature positive impact to town budget

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NV Fire Department

- 911 First Responder
 - PD first at scene
 - Said “police not able to make all calls due to staffing”
- “Full and complete support for police department”
- Other
 - 280 calls per year
 - No problem recruiting volunteers
 - No interaction with detective function

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NV Fire Department

- Financial/Budget
 - No specific suggestions
 - Suggested TC review spending on DPW & Open Space

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GV Fire Department

- 911 First Responder
 - HTPD first on the scene for all Harding alarms handled by GVVFD.
 - For car accidents: HTPD arrives + NVFAS + GVVFD
- If fire with unknown source, work with the Detective. Happens rarely.

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GV Fire Department

- Good relations and teamwork with HTPD
- If any issue arises, will take up directly with officer
- Understand citizens' perceptions: enough officers on patrol; costs of service

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Board of Education

Primary Interactions with HTPD:

- Traffic Control
 - Lees Hill Road - 8:00 AM, 2:45 PM
 - Police turn on the flashing lights
 - Problem when patrolman not available
 - School crossing light?
- Emergencies
 - Power outages, other emergencies
- Interactions with Students
 - DARE program (5th grade, officers on-duty & paid)
 - Other
- Town Costs/Budget – No suggestions

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Great Swamp Wildlife Refuge

- 12 square miles
- Employs a full time federal law enforcement officer
 - Hours - Full time; emergency 24x7
 - Armed with powers of arrest
 - Primary Duties:
 - Enforce the refuge administration act,
 - Public safety, First responder
 - Lives on site
 - Coordinates with HTPD & two other municipalities
- Harding PD GSWR responsibilities:
 - Patrolling
 - First responder to 911 calls
 - Participate in search & rescue

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Individuals

Citizen Complaints

- Formal Complaint
 - One complaint currently being investigated by the County Prosecutor's office
- General
 - Town met with several families/individuals who believed they were mistreated by the PD.
 - Generally related to children/young drivers. Claimed excessive treatment.
 - Not an 'investigation' by TC. Only heard citizen's perspective.
 - TC will follow-up on some select specifics with Chief.

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Individuals – General Comments

Relationship with Community

- “I used to know all the officers but now I only know one or two”
- Many complimentary comments re interactions with Police
- “What kind of PD do we want in Harding?”
 - “Mayberry or LA?”
- Want more involvement from PD leadership in community events
- PD is estranged from Town?
- Town is estranged from PD?

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Individuals – General Comments

PD Personnel/HR Related

- Stress on patrolmen due to overtime requirements
 - “Talk to the officers”
- Possible deferred or skipped training
- Concerns about adequate coverage
- Career advancement considerations
- Concern about “Shared Services”
- Officers have second jobs? Impact? 12 hr. shift?
- Concerns that TC does “not support the officers”

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Individuals - General Comments

HTPD - Financial Concerns & Questions

- Concern about cost sustainability on Town Budget and/or impact on Harding Taxes
- Questions about overall comp package
 - Competitive and in-line with other municipalities?
 - Costly benefits
- Transparency on actual patrolman staffing cost
 - Calculate & disclose fully loaded cost/work day
- Financial projections

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Community Outreach Summary

- Received broad diversity of perspectives from citizens
- Main Components:
 1. Service Level
 - Response time
 - Coverage
 - Quality
 2. Costs
 3. Community Relationship
 4. Personnel
- All are priority factors for the TC going forward
- TC working on analysis phase
 - Will continue to receive community input
 - Concerned citizens
 - Follow-up with key entities (e.g. NVFAS)

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Thank you

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