

Police – CFP Request



CID & OPS Administrative Assistant

Ongoing Cost:
\$76,770

One Time Cost:
\$6,525

Total Request:
\$83,295

Funding Year
Start: 2026

Funding Year
End: FTE

The CID & OPS Administrative Assistant plays a crucial role in expediting law enforcement processes, particularly through efficient access to specialized databases. **Initially this was 2 FTEs, but we cut it back to 1 FTE to split between the two divisions to save money.**

Their expertise in using advanced software such as CLEAR and ILETs, enhances the team's ability to locate and identify offenders quickly and effectively.

They ensure investigative integrity by researching and analyzing offender data, delivering comprehensive information to detectives and new-hire background investigators.

This position directly supports law enforcement efforts by assisting with photo identification, firearm background checks, and information requests that uphold compliance and public safety.

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Police – CFP Request



Police Officers (2) and Vehicles

Ongoing Cost:
\$297,634

One Time Cost:
\$150,174

Total Request:
\$447,808

Funding Year
Start: 2026

Funding Year
End: FTE

The Police Allocation Model (PAM) ensures the City of Meridian is equipped to meet community safety needs by forecasting patrol staffing requirements based on growth and operational data.

The Chief of Police annually presents PAM findings to the City Council, ensuring transparency and informed decision-making regarding staffing adjustments.

PAM integrates workload, performance metrics, and roadway characteristics to create a balanced staffing approach for reactive, proactive, and administrative duties.

This adaptive model reflects dynamic factors, allowing FTE allocations to rise or fall as community needs evolve, ensuring resource efficiency. **These positions inside of the Police CFP are place holder FTEs.**

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Police – CFP Request



Rescue and Response Vehicle

Ongoing Cost:
\$6,400

One Time Cost:
\$372,042

Total Request:
\$378,442

Funding Year
Start: 2026

Funding Year
End: 2026

A critical safety and liability decision, delivering life-saving benefits for officers and civilians while strengthening overall community safety.

Reduces reliance on external jurisdictions for armored support, improving response times.

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Police – CFP Request



Traffic Motorcycle

Ongoing Cost: \$5,000	One Time Cost: \$36,500	Total Request: \$36,500	Funding Year Start: 2026	Funding Year End: 2026
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Add a 2026 Harley to the police traffic team fleet and keep the 2021 Harley #530 fully equipped as a spare bike to use when one is in the shop and for use at training.

Police – CFP Request



Design Fees for PSTC (Phase 3)

Ongoing Cost:
\$0

One Time Cost:
\$655,000

Total Request:
\$655,000

Funding Year
Start: 2026

Funding Year
End: 2026

Estimate based on previous costs and 3% yearly market increase each year per building facilities.

The design for the north police precinct was approximately \$596,681.00

Police – CFP Request



Police Detectives (2) and Vehicles (2)

Ongoing Cost:
\$275,684

One Time Cost:
\$122,368

Total Request:
\$398,052

Funding Year
Start: 2027

Funding Year
End: FTE

Criminal investigations are becoming increasingly complex, often requiring specialized skills and extended time commitments. Cases involving cyber crime, financial fraud, organized crime, and other sophisticated criminal activities demand more resources and expertise. Additional FTE's will ensure that complex cases receive the attention they require without overburdening existing personnel.

The current detective staff is operating at capacity, and the growing caseload is resulting in delayed investigations.

With limited staff, detectives are often forced to prioritize urgent cases, leading to a backlog of investigations that require significant follow-up. This not only delays justice for victims but can also impact the overall effectiveness of the department. 2 FTE detectives would help reduce this backlog, improve case resolution rates, and enhance the department's ability to deliver timely outcomes for all cases.

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Police – CFP Request



Community Service Officer with Vehicle

Ongoing Cost:
\$106,331

One Time Cost:
\$95,790

Total Request:
\$202,121

Funding Year
Start: 2027

Funding Year
End: FTE

The Police Department has 8 non-sworn Community Service Officers who take calls for service on patrol teams. They currently cover a higher proportion of administrative calls per person than patrol officers.

Community Service Officers help sworn officers attain the department's proactivity goals by covering select administrative and citizen-initiated call types, so sworn officers have more time available for other work.

One of PAM's priorities is to ensure officers have time for self-initiated, proactive community contacts - a goal that becomes increasingly difficult to meet when understaffed.

Community Services Officers are frequently faster to hire, require less cost in equipment and wages and can be trained in less than half the time it takes to for sworn officer.

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Police – CFP Request



Specialty Vehicle Technician

Ongoing Cost:
\$104,400

One Time Cost:
\$16,330

Total Request:
\$120,730

Funding Year
Start: 2027

Funding Year
End: FTE

Cost Savings: Hiring an in-house Emergency Vehicle Technician could save significant costs, as outsourcing up-fitting and repairs for police vehicles cost \$117,285 in FY23 and is projected to exceed \$120,445 in FY24.

Enhanced Turnaround Time: With a dedicated technician focused solely on city vehicles, the time to build and repair vehicles would decrease, as standardized processes develop.

Broader Departmental Benefits: The technician could also serve other departments like Fire and Public Works, taking on their up-fitting needs and repairing specialty systems, paving the way for more in-house vehicle services.

Improved Efficiency: An on-campus technician can provide immediate minor repairs, reducing vehicle downtime and eliminating the need for staff to transport vehicles to external vendors.

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Police – CFP Request



Public Safety Training Center (Phase 3)

Ongoing Cost:
\$0

One Time Cost:
\$11,220,000

Total Request:
\$11,220,000

Funding Year
Start: 2027

Funding Year
End: 2027

Phase 3: The central station training center is the final expansion the police department will require for a long time. Once completed there will be some minor remodeling done to bathrooms and locker rooms on the main administrative building. **Impact Fees & Capital dollars.**

Expanded Training Facilities: Phase 3 of the training center will add training rooms to support department training and the Joint Meridian/Nampa Patrol Academy.

Parking Improvements: An expanded parking area will accommodate both on-duty staff and training center attendees.

Efficient Space Utilization: The new building will free up space in the Police Department for office use, avoiding the need for additional costly square footage.

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Police – CFP Request



Police Officers (2) and Vehicles

Ongoing Cost:
\$297,634

One Time Cost:
\$150,174

Total Request:
\$447,808

Funding Year
Start: 2028

Funding Year
End: FTE

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Police – CFP Request



School Resource Officer and Vehicle

Ongoing Cost:
\$149,623

One Time Cost:
\$117,189

Total Request:
\$266,812

Funding Year
Start: 2028

Funding Year
End: FTE

Growing Need: Significant growth in public charter schools in Meridian, serving approximately 2,000–2,500 students, has created a need for dedicated school resource officer (SRO) support.

Shared Cost: The SRO position is a shared cost among Compass Public Charter School, Gem Prep, Idaho Virtual Academy, and Doral Academy.

SRO Role: The SRO will ensure campus safety, investigate and prevent crimes, handle Health & Welfare referrals, perform patrol duties, and educate and mentor students.

Improved School Support: Adding this SRO will enhance the safe-schools team, providing better safety, security, and engagement for these school communities.

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Police – CFP Request



Mental Health Manager

Ongoing Cost:
\$131,304

One Time Cost:
\$14,165

Total Request:
\$145,469

Funding Year
Start: 2028

Funding Year
End: FTE

Current CIT Model: The Crisis Intervention Team (CIT) currently includes two officers and one mental health professional, responding to 56% of mental health-related calls with four-day-a-week co-response coverage.

Need for Expansion: Adding a second full-time Mental Health Coordinator would enable 7-day co-response coverage, ensuring support for mental health crises at any time.

Key Pillars: CIT focuses on officer training, a co-response model connecting individuals to resources, and strong partnerships with local mental health and community organizations.

Community Impact: Since its launch, CIT has handled over 1,780 mental health-related calls, and expansion would significantly improve service capacity and outcomes for individuals in crisis.

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Police – CFP Request



Design Fees for PD Admin TI Project

Ongoing Cost:
\$0

One Time Cost:
\$400,000

Total Request:
\$400,000

Funding Year
Start: 2028

Funding Year
End: 2028

Once Phase 3 of Public Safety Training Center is completed the existing bathrooms and locker rooms will be remodeled and reconfigured for other uses in the main administrative building. These costs are for design of those spaces. **Capital Dollars.**

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Police – CFP Request



Records Clerk

Ongoing Cost:
\$77,758

One Time Cost:
\$8,050

Total Request:
\$85,808

Funding Year
Start: 2029

Funding Year
End: FTE

Increased Records Workload: Rising calls for service, investigations, and the addition of a new precinct have significantly increased records management demands, requiring dedicated staff to handle the growing volume.

Efficiency and Compliance: Adding a Records Clerk will improve response times for public records requests, streamline internal processes, and ensure compliance with state and federal record-keeping standards.

New Precinct Staffing: The new police precinct generates additional reports and documentation that require efficient handling to ensure consistent operations without overburdening existing staff.

Community and Officer Support: A well-staffed records unit ensures timely access to critical data for officers and community members, fostering trust, transparency, and operational effectiveness.

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Police – CFP Request



Crime Data Specialist NIBRS

Ongoing Cost:
\$77,758

One Time Cost:
\$8,050

Total Request:
\$85,808

Funding Year
Start: 2029

Funding Year
End: FTE

Backlog and Compliance Needs: A Crime Data Specialist (CDS) is needed to reduce the backlog of criminal reports, some over 90 days old, and ensure timely compliance with in-custody arrests, Public Records Requests, and FBI UCR NIBRS reporting

Efficiency and Workload Management: Adding a CDS will alleviate workload from Crime Analysts, allowing them to focus on strategic crime analysis rather than report processing.

Sustained High Volume: The department processes an average of 12,500 reports annually, and a study shows that each CDS can handle 3,100 reports per year, justifying the need for an additional specialist.

Cost and Resource Benefits: Hiring a CDS will improve processing times, reduce reliance on overtime, and enhance the department's ability to allocate police resources effectively.

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Police – CFP Request



Police Officers (2) and Vehicles

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\$297,634

One Time Cost:
\$150,174

Total Request:
\$447,808

Funding Year
Start: 2029

Funding Year
End: FTE

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Police – CFP Request



Police Admin Building – Tenant Improvement

Ongoing Cost:
\$0

One Time Cost:
\$1,000,000

Total Request:
\$1,000,000

Funding Year
Start: 2029

Funding Year
End: 2029

Parking Lot Expansion: Evaluating plans to expand and remodel the parking lot to accommodate growing staff and operational needs. **Capital Dollars.**

Office Space Expansion: Assessing potential office space remodels to improve functionality and address capacity demands.

Bathroom & Locker Room Upgrades: Considering expansions and renovations to enhance facilities for personnel.

Strategic Planning: These projects aim to optimize space utilization and support future department growth.

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Police – CFP Request



Fleet and Building Services Assistant

Ongoing Cost:
\$89,349

One Time Cost:
\$4,710

Total Request:
\$94,059

Funding Year
Start: 2030

Funding Year
End: FTE

Support for Fleet and Facilities: As the department grows, a full-time employee is needed to assist the Fleet and Building Services Manager with vehicle, equipment, and facility tasks.

Improved Vehicle Management: This position would streamline vehicle transport, reducing reliance on volunteers or patrol officers and ensuring faster responses to maintenance needs.

Facility Assistance: The employee could handle minor facility tasks, such as escorting contractors, freeing up management for higher-priority responsibilities.

Increased Efficiency: By delegating smaller tasks, the Fleet and Building Services Manager can focus on critical duties like radio systems, duty gear, and budgeting.

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Police – CFP Request



Police Officers (2) and Vehicles

Ongoing Cost:
\$297,634

One Time Cost:
\$150,174

Total Request:
\$447,808

Funding Year
Start: 2030

Funding Year
End: FTE

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Police – CFP Request



Deputy Chief of Police and Vehicle

Ongoing Cost:
\$232,478

One Time Cost:
\$108,349

Total Request:
\$340,827

Funding Year
Start: 2031

Funding Year
End: FTE

Leadership for Growth: The department's expansion requires additional leadership to maintain operational effectiveness, improve oversight, and meet increasing community demands.

Improved Span of Control: A Deputy Chief will reduce the burden on existing leadership, allowing for better supervision, mentorship, and accountability across all divisions.

Strategic Planning and Resource Management: This role will enhance the department's ability to manage complex workloads, oversee special projects, and allocate resources effectively to address public safety challenges.

Stronger Community Engagement: A dedicated Deputy Chief will strengthen relationships with local stakeholders, fostering trust, improving communication, and enhancing public safety collaboration.

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Police – CFP Request



Code Enforcement Officer

Ongoing Cost:
\$93,605

One Time Cost:
\$56,550

Total Request:
\$150,155

Funding Year
Start: 2033

Funding Year
End: FTE

Increased Workload Demands More Staff – The Code Enforcement Unit is handling over **900 cases** per officer annually, far exceeding the **recommended 600**, necessitating at least two additional Code Enforcement Officers. **If the City adds a downtown residential permit parking program Police will need additional Code FTE's.**

Need for Administrative Support – Officers spend significant time on clerical tasks, such as processing 546 towed vehicles in 2019, reducing their ability to focus on enforcement. A dedicated clerical position will improve efficiency.

Population Growth Drives Higher Case Volume – With cases rising from 4,000 in 2017 to an estimated 6,000 in 2019, staffing must grow to maintain effective enforcement and community service.

Sustaining Service Quality – Without additional staffing, the ability to manage cases effectively will decline, impacting community standards. Investing in personnel will maintain high-quality service for Meridian residents.

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Police – CFP Request



Police Recruiter and Vehicle

Ongoing Cost:
\$151,140

One Time Cost:
\$60,644

Total Request:
\$211,784

Funding Year
Start: 2034

Funding Year
End: FTE

Essential for Staffing Growth & Retention – A dedicated Police Recruiter will address increasing hiring needs due to city expansion and officer retirements, ensuring the department maintains necessary staffing levels. **As of 2/3/25 PD has 13 openings and 3 pending retirements.**

Efficiency & Cost Savings – Streamlining the hiring process will reduce time-to-hire, minimize overtime costs from staffing shortages, and improve candidate retention, making recruitment more cost-effective.

Competitive Hiring Advantage – A recruiter will improve outreach by targeting passive candidates, attending job fairs, engaging with academies, and leveraging social media, keeping the department competitive in a tight job market.

Diversity & Community Representation – Focused recruitment efforts will help attract a diverse pool of candidates, ensuring the department better reflects and serves the community.

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Police – CFP Request



Investigation Analyst Specialist

Ongoing Cost:
\$111,495,51

One Time Cost:
\$5,225

Total Request:
\$116,720

Funding Year
Start: 2035

Funding Year
End: FTE

Enhancing Crime Prevention – Identifies and analyzes crime trends and patterns, providing intelligence that supports proactive law enforcement strategies.

Investigative Support – Conducts in-depth research and analysis to assist with ongoing investigations, aiding in case development and resolution.

Data-Driven Decision Making – Monitors crime occurrences in relation to enforcement activities, ensuring strategic resource allocation based on accurate crime data.

Real-Time Intelligence Delivery – Supports Patrol and Criminal Investigations Division (CID) by monitoring field incidents and providing critical intelligence updates.

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