



STAFF REPORT

Meeting Type: City Council
Meeting Date: October 7, 2024
From: Tyler Deems, City Manager
Subject: Police Staffing Study Results

PURPOSE / OBJECTIVE:

During the budget process in Spring 2023, the City Council allocated \$30,000 to conduct a staffing study for the Sandy Police Department. Berry Dunn was selected to conduct the study, which kicked off in fall 2023. Interviews were conducted with staff, community members, and two elected officials to gain a better understanding of current department needs. Berry Dunn provided a draft of the report several months ago, but due to staffing changes and capacity related issues, it's taken longer than anticipated to review the result, provide comments, and get to a final draft.

Council will receive a presentation by Michele Weinzetl, Senior Manager from Berry Dunn highlighting the process and key recommendations. Kim Yamashita, former Interim Chief of Police and Patrick Huskey, Chief of Police will be in attendance to answer any questions from the Council regarding the department.

The Council should ask any questions related to the report, findings, and recommendations. Ultimately, staff is seeking direction from the Council to move forward with identifying the best approach to implement the recommendations from the study. The implementation plan will be brought back to the Council for review at a future Council meeting. The plan will include relevant funding mechanisms for implementation.

KEY CONSIDERATIONS / ANALYSIS:

The current budget for the Sandy Police Department supports 20 total FTE. Of this, 16 are sworn officers (Chief, Sergeant, Patrol, Detective) and 4 are nonsworn (Community Services and Records). At this point in time, there are three vacancies that the department is working to fill.

Additionally, the City is in the final stages of entering into an intergovernmental agreement with Clackamas County, where the County will pay for 80% of the cost of Community Services Officer to specialize in homelessness response and outreach. This new position will help with the current volume of calls related to homelessness issues but will not be able to provide the same level of support to the department as a sworn officer would.

The report recommends hiring three additional sworn officers. Below is consolidated information on the annual cost of a sworn officer:

One-Time Equipment and Vehicle:	\$77,000
Ongoing Annual Equipment and Other:	\$2,500
Annual Salary and Benefits:	\$140,000
Total First Year Cost for One Officer:	\$219,500

While the report notes the need for three additional sworn officers, internal analysis of current call volume, optimal staffing, and shift coverage would indicate a total of four sworn officers.

It's also important to note that the report does not recommend any additions or changes to Records staff. However, the impact of additional officers would likely add more work to the Records department and a future increase in FTE may be needed.

BUDGET IMPACT:

None currently. This discussion serves to inform the Council of the findings of the report and begin a conversation as to how the City will implement recommendations from the findings.

RECOMMENDATION:

Receive information, discuss the results of the staffing study, provide direction to staff to determine the best approach for implementing the recommendations from the findings.

LIST OF ATTACHMENTS / EXHIBITS:

- Berry Dunn Staffing and Key Operations Review
- Presentation Slides