



Agenda

CITY CLERK'S OFFICE

DATE 4-11-12 TIME 1:43pm

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PUBLIC SAFETY COMMITTEE
Tuesday, April 17, 2012 4:00 PM
City Council Chambers, City Hall
200 Lincoln Avenue, Santa Fe, NM 87501

1. Roll Call
2. Approval of agenda
3. Approval of Thursday, January 19, 2012 minutes
4. Old business:
 - A. NONE
5. New business:
 - A. Proposed resolution directing that the 2012/2013 fiscal year budget include: salary incentives for commissioned police personnel who reside within the corporate limits of the City of Santa Fe and a program for commissioned police personnel to reside on city property; and implementing a mileage distance of 15 miles for new commissioned police personnel to take home police vehicles (Councilors Dimas, Bushee, Calvert, Trujillo, Wurzberger, Police Chief Raymond Rael)
 - B. Proposed ordinance amending Article 23-6 SFCC 1987 to establish regulations for event sponsors who have been authorized to use a city park when the sale and consumption of alcohol is permitted (Councilor Dominguez, Alfred Walker)
6. Matters from Municipal Court-Informational Reports
7. Matters from Police Chief Raymond Rael-Public Safety Presentation
8. Matters from Fire Chief Barbara Salas
9. Matters from Committee Members
10. Communications from the Floor
11. Adjournment

For information regarding the agenda, you can call Shannon Cantu at 955-5074. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6520, five (5) working days prior to meeting date.

**Index Summary of Minutes
Public Safety Committee
April 17, 2012**

<u>INDEX</u>	<u>ACTION TAKEN</u>	<u>PAGE(S)</u>
Cover Page		1
Call to Order	Call to Order by Chair, Councilor Ronald Trujillo at 4:00 pm in the City Council Chambers	2
Roll Call	A quorum was declared by verbal roll call.	2
Review and Approval of Agenda	No changes from Staff. The Chair requested to postpone Item A. <i>Mr. Bowen moved to approve the agenda as amended, second by Councilor Rivera, motion carried by unanimous voice vote.</i>	2
Approval of January 19, 2012 Minutes	Dr. Lewis name needs to be corrected throughout the minutes as referred to as Mr. Lewis. Page 6: Line 9 – I visited start the sentence: The DWI... Line 11: Very few <i>aggravated DWIs</i> Line 12: The DWI <i>Resource</i> <i>Center</i> <i>Dr. Lewis moved to approve the minutes as amended, second by Mr. Harris, motion carried by unanimous voice vote.</i>	2
Old Business None		2
New Business A. Proposed resolution directing that 2012/2013 fiscal year budget include: salary incentives for commissioned police personnel who reside within the corporate limits of the City of Santa Fe and a program for commissioned police personnel to reside on city property; and	A. <i>Postponed</i> B. <i>Councilor Rivera moved for approval of ordinance amending Article 23- 6 SFCC 1987, second by Mr. Nava,</i>	2-3

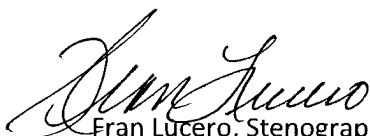
**Index Summary of Minutes
Public Safety Committee
April 17, 2012**

implementing a mileage distance of 15 miles for new commissioned police personnel to take home police vehicles.	<i>motion carried by unanimous voice vote.</i>	
B. Proposed ordinance amending Article 23-6 SFCC 1987 to establish regulations for event sponsors who have been authorized to use a city park when the sale and consumption of alcohol is permitted.		
Matters from Municipal Court	<i>Report by Dr. Lewis.</i>	3
Matters from Police Chief Ray Rael	<i>Power Point Finance Committee Presentation, overview of Santa Fe Police Department.</i>	3-5
Matters from Fire Chief Litzenberg	<i>Informational, no formal action.</i>	5
Communications from Committee Members		6
Communications from the Floor		6
Adjournment		7
Signature Page		7

City of Santa Fe

Public Safety Committee – April 17, 2012 Minutes

Draft Until Approved


Fran Lucero, Stenographer
4/17/12

PUBLIC SAFETY COMMITTEE
Tuesday, April 17, 2012
4:00 PM – 5:45 pm
City Council Chambers
200 Lincoln Avenue, Santa Fe, NM 87501

1. Roll Call

Present:

Councilor Ronald Trujillo
Herbert Harris, Vice Chair
Nancy Owen Lewis
Peter Mizrahi
Douglas Nava
Chris Rivera
Mike Bowen
Dr. Mike Mier

Others Present:

Police Chief Ray Rael
Fire Chief Litzberg
Melissa Byers, Legislative Liaison
Councilor Wurzbarger

Fran Lucero: Stenographer

2. Approval of Agenda

Postpone Item A due to city budget hearings taking place at this time.
No changes from staff.

Mr. Bowen moved to approve the agenda as amended, second by Councilor Rivera, motion carried by unanimous voice vote.

3. Approval of January 19, 2012 Minutes

Dr. Lewis name needs to be corrected throughout the minutes as referred to as Mr. Lewis.

Page 6: Line 9 – ~~I visited~~ start the sentence: The DWI...
Line 11: Very few *aggravated* DWIs
Line 12: The DWI *Resource Center*

Dr. Lewis moved to approve the minutes as amended, second by Mr. Harris, motion carried by unanimous voice vote.

4. Old Business:

A. NONE

5. New Business:

A. Proposed resolution directing that the 2012/2013 fiscal year budget include: salary incentives for commissioned police personnel who reside within the corporate limits

of the City of Santa Fe and a program for commissioned police personnel to reside on city property; and implementing a mileage distance of 15 miles for new commissioned police personnel to take home police vehicles.

Postponed

- B. Proposed ordinance amending Article 23-6 SFCC 1987 to establish regulations for event sponsors who have been authorized to use a city park when the sale and consumption of alcohol is permitted.

City Attorney Walker:

Proposal is to amend the ordinance for sale of alcoholic beverages on city property. More so, it is to set Best Practices. If the City Council were to allow alcohol on city parks/properties, which is it not allowed at this time, it would set up the Best Practices for the consumption of alcohol.

Mr. Mizrahi asked who would be responsible for any damages. Mr. Walker stated that the event sponsors would be responsible.

Mr. Nava asked if there were diagrams that determined how many people were allowed in a park.

SFPD responded that the amount of people allowed at an event would be reviewed by in the event detail/application.

Councilor Rivera moved for approval of the proposed ordinance amending Article 23-6 SFCC 1987, second by Mr. Nava, motion carried by unanimous voice vote.

6. Matters from Municipal Court

Dr. Lewis has been working with Steve Flint from the DWI Resource Center on the DWI reports and they have done extensive research. Dr. Lewis will continue to work with Mr. Flint to provide the information to Judge Yalman that she has requested. Results will be shared with the Public Safety Committee and Judge Yalman when the statistics are verified.

7. Matters from Police Chief Raymond Rael

Public Safety Presentation by Chief Raymond Rael: (Hard Copy presentation provided and the Public Safety Committee Members followed by viewing the overhead) Exhibit A

This presentation was presented to the City Finance Committee. It lists key accomplishments from the last year and statistics for the proposed budget review.

1. Department Objectives
2. Burglary Mitigation Measures/Statistics (pg. 4-10)
3. Violent Crime Cases (pg. 11-13)
4. Crime Prevention (pg. 14-15)
5. Neighborhood Watch Groups (pg. 16)
6. Narcotics / Public Intoxication (pg. 17-18)
7. Recruiting (pg. 19-36)
Shortage in staff. Chief explained the reasons for departures and plan for hiring.
8. Build a Professional, and Accountable Police Department (pg. 37-42)

9. Building a Progressive Department (pg. 43-48)
10. Department Objectives (pg. 49)
11. Police Contacts (pg. 50)

Q: Councilor Wurzbarger: Recruitment: Do you have a plan that focuses on the reintegration of our military officers that are returning to the state?

Chief Rael: Yes, our recruiting team just came back from Holloman Air Force Base and there is a plan in place to work with the Base upon return of our military Officers. We are working with one of our Police Officers who are on tour in Afghanistan.

Councilor Wurzbarger: The Economic Development Committee recently did an Aps competition and they may be a great resource to provide community help. Councilor Wurzbarger expressed her thanks to the Chief for the work he has done.

Dr. Mier asked about the response time.

Chief Rael explained the differences in response time; they are getting to the priority 1 calls faster whereas some of the priority 3 and 4 calls have decreased. The Chief will analyze further and provide more information to Dr. Mier and the committee on the tracking process.

Dr. Mier asked how the Annexation will affect the SFPD.

Chief Rael: The call volume will increase and it will impact us where we will need more staff as the growth continues. We need an additional 25 officers in different positions. In this year's budget we have also made some staffing requests to provide manpower on the street. Between realignment and expansion positions we should be able to respond to the growth needs.

Dr. Mier: Thank you for the report.

Mr. Bowen: I am glad to see an increase in narcotic investigations focus. Thank you for the report.

Councilor Rivera: GPS system; will it continue to work when it leaves the city?

The Chief said that it works wherever they are as it works off of satellite to satellite.

Annexation: How did you come up with 25 officers for the annexation area?

Chief Rael: Information was researched with shared information from Santa Fe County. It was stated that the 25 officers could be phased in through the 3 years.

Councilor Rivera: Have the fuel costs increased by the change of schedule?

Chief Rael stated that he has not seen the increase in fuel charges and they would be offset by the overtime.

Councilor Rivera: Mr. Chair, the Union President is in the audience, would it be acceptable for him to come forward and speak.

Councilor Trujillo: Yes, please come forward.

Adam Gallegos: Union President of the Santa Fe Police Officers Association

Councilor Rivera: Mr. Gallegos, I would like to know from the field perspective, why the officers do not like the change.

Good afternoon Mr. Chair, members of the Public Safety Committee. I heard the Chief speak and he said that the only downside was realigning the working schedules. We represent the working force; we represent the men and women that make up the alignment in the department. We are responsible for overseeing and protecting the wages, the hours and the working conditions of police officers and some civilian employees which includes PSA, Animal Control. Contrary to the information in this report; I came out pretty strong against this presentation at the Finance Committee Meeting. I don't want this to be a situation that turns political or make any political type statements. But what I will say is that if we put that many more new officers out in the street, 23% more, then why over the weekend where I worked as the shift supervisor, every day I had to call 2-3 persons in for overtime. Every day. As a matter of fact the Deputy Chief was sitting in one of the briefings with me last week and I sent out 22 text messages and phone calls to find people to work overtime. I got 3 responses, and 2 of them were no. That is a constant thing. Yesterday they said they needed 5 people to come in for overtime and that was to meet minimum staffing. They will say it is because of training, military leave and everything else. If we put 23% more cops out on the street on these schedules, why so much overtime. Not just the officers working in the department but the POA's do not like the schedule. 1) As an officer your job in law enforcement doesn't end after the 8th hour, everyday as the Staff Supervisor we have 2 or 3 people staying over an hour, half an hour; sometimes longer. 8 hours was too short and 12 hours brought much fatigue. The other problem we have with the schedule is the time off; when some are off Monday-Tuesday or Tuesday-Wednesday, like I've been for the last 3 months, if I have court on one of those days then I have one day off and family life suffers. One issue that came up when the Chief changed the schedule was what about all officers that have parenting plans, family lives are going to be destructed. Well, it was all put away on the issue of efficiency. That is the reason the officers don't like it. I could go on and on, I don't want this to be a political issue; I wanted to make the statement saying that some of the figures that were shown tonight, if you really look at the schedule, could it really work. Couple of hundred thousand, \$109,000, you know what the Fuel costs are they are \$33,000, and those figures are from the city. Response times have increased, priority one calls have gone up by 12 ½%, priority two calls by ____%. Thank you. I really didn't want to go in to so much detail in this forum.

Councilor Rivera: I asked you to come up and this is what I wanted to hear, the perspective from the field. I appreciate it, thank you very much.

Councilor Trujillo: What type of vehicles are we going to purchase?

Chief Rael: The options for the future are Dodge or Fords. More likely the Fords for a couple of reasons, more trunk space and Ford have come out with some very attractive stability controls. We are prevented from purchasing any Chevrolet vehicles under the state contract.

9. **Matters from Fire Chief Litzenberg**

Finished the testing process we had over 200 applicants and we hope to fill our 8 vacancies. The academy will begin in July.

Councilor Rivera asked with the limitation of 30 mile radius how did that process work?

We received 200 applicants and that was a very good pool to choose from. We went with the information that HR provided on the application address.

Councilor Rivera: Inquired about the ambulance numbers and asked if more recent numbers were available.

Chief Litzenberg said that he did not have the numbers readily available but will provide them to Councilor Rivera. Councilor Rivera asked they be sent to him by e-mail.

10. Matters from Committee Members

Mr. Nava: What I am about to say comes from me and nobody else but myself. Due to things that have come up, I have had to form an opinion going back and forth, and with respect to Councilor Trujillo and the committee, these words are from me. In the past few weeks I have been disappointed about the actions and stories that have come forth to the public about the history of an officer while serving and carrying a badge with the Santa Fe Police Department and the comments made public on female cadets via the press. We rely on the public and our law enforcement to be honest and have integrity and respect for themselves and those who surround them. But when you hear or see of an officer and what they are doing it makes the public not have the faith in the Santa Fe Police Department. Those officers that are doing their job have to follow such a tarnished reputation of others who make much abuse. Now these officers are out in the public with all the free time in the world to continue with behavior that went unpunished, un-reprimanded by previous police administrations. As a member of the board of public safety, I am here to help make decisions and hear the concerns of the public here in the city of Santa Fe. I make phone calls when I have questions and concerns and I thank all the officers, Chief Rael and staff that get back to me when I do have questions. I just feel like there is no public safety within the walls of the Santa Fe Police Department and I would that we will no longer hear anything about the past or in the continued future of what is going on. The truth is, new cars, new uniforms, new everything, does not promote a public image for what the City of Santa Fe wants to see. So if anybody here wants to know my concerns about this, my number is public in the city clerk's office and I will explain to you why I have taken this very seriously. Thank you.

Councilor Trujillo: Thank you Mr. Nava.

Councilor Rivera: Chief Rael, on March 15th I shared an e-mail from Ms. Armijo, if you could provide me with feedback on that issue. Chief Rael will follow up.

Reminder: Community Meeting at the shopping center by Jackalope: 6pm – 8 pm – the residents wanted to have a meeting with the Chief.

10. Communications from the Floor

Stan Rosen, Citizen

Would like to have a copy of the Chief's presentation. Chief Johnson will send the presentation by e-mail to Mr. Rosen.

We have all been reading the paper about annexation. His question was to know if the Chief has spoken to the County to have some joint meetings to discuss this important issue so the public can understand the time tables and the plan of action related to this transformation.

Councilor Trujillo said that the intent is to have the City Manager and the County Manager speaks about the annexation and the future would hold an arranged meeting between the city council and the county commission.

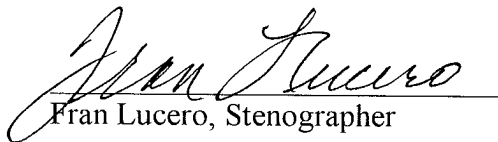
Retired professor from labor relations and we are all concerned about the behavior of police officers. There is a process that goes through the union, we have collective bargaining and a contract and it is expected that there be a balance of what appears in the paper and we hope for due process and arbitration as that is democracy at work. We are torn because we don't want things to happen that aren't good police practice but we want fair work process for the police officers.

11. Adjournment

There being no further business to come before the Public Safety Committee, the meeting was adjourned by the Chair at 5:45 pm.

Signature Page:

Councilor Ronald Trujillo

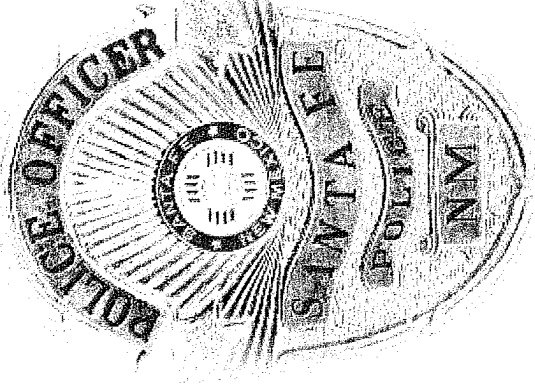


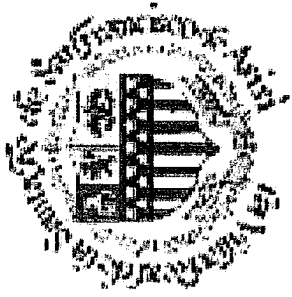
Fran Lucero, Stenographer

SANTA FE POLICE DEPARTMENT FINANCE COMMITTEE REPORT



**RAYMOND J. RAEL
CHIEF OF POLICE**





Department Objectives

1. Reduce crime
2. Enhance recruitment
3. Use manpower and fiscal resources efficiently
4. Build a professional and accountable police department
5. Build a progressive police department

Reduce Crime

Data obtained from Crime Analyst Miquela Gonzales, Santa Fe Underage Drinking Prevention Alliance, & Police Community Relations



Burglary Mitigation Measures

8-hour shifts (More manpower)

- Directed patrols
- Bike
- Vehicular

Establishment of a burglary task force

- 1 Sergeant
- 2 Detectives
- 2 SFCO Detectives
- Focus on burglaries within the city and county
- Serve burglary related warrants
- Collaborate with PD property crime detectives
- Rapid case follow up

Detective presence at arraignments

- Encourage higher bonds
- Educate judges on offender's criminal history

Warrant roundups

- Descansos (DWI related warrants)
- Narcotics warrants
- Burglary/property crime warrants

Focus on known offenders

Geographical profiling

Ankle Monitoring program

Special emphasis on using Crime Reports Collaboration with agency stakeholders

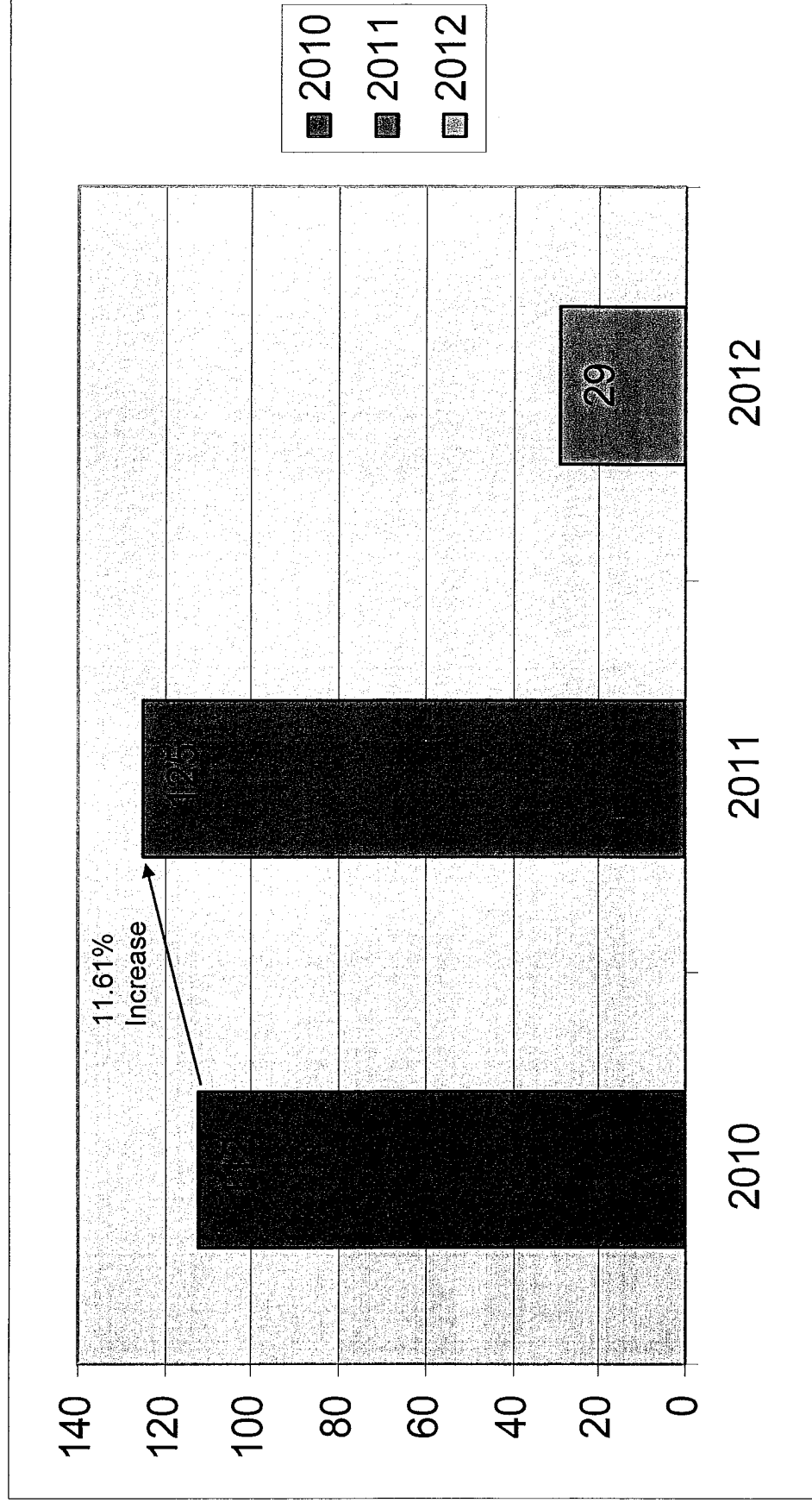
- Law enforcement agencies
- Courts
- DA's office
- Probation/Parole

Reduce Crime

- Burglary
- Violent crime
- Domestic Violence
- DWI
- Crime Prevention
- Narcotics
- Public Intoxication

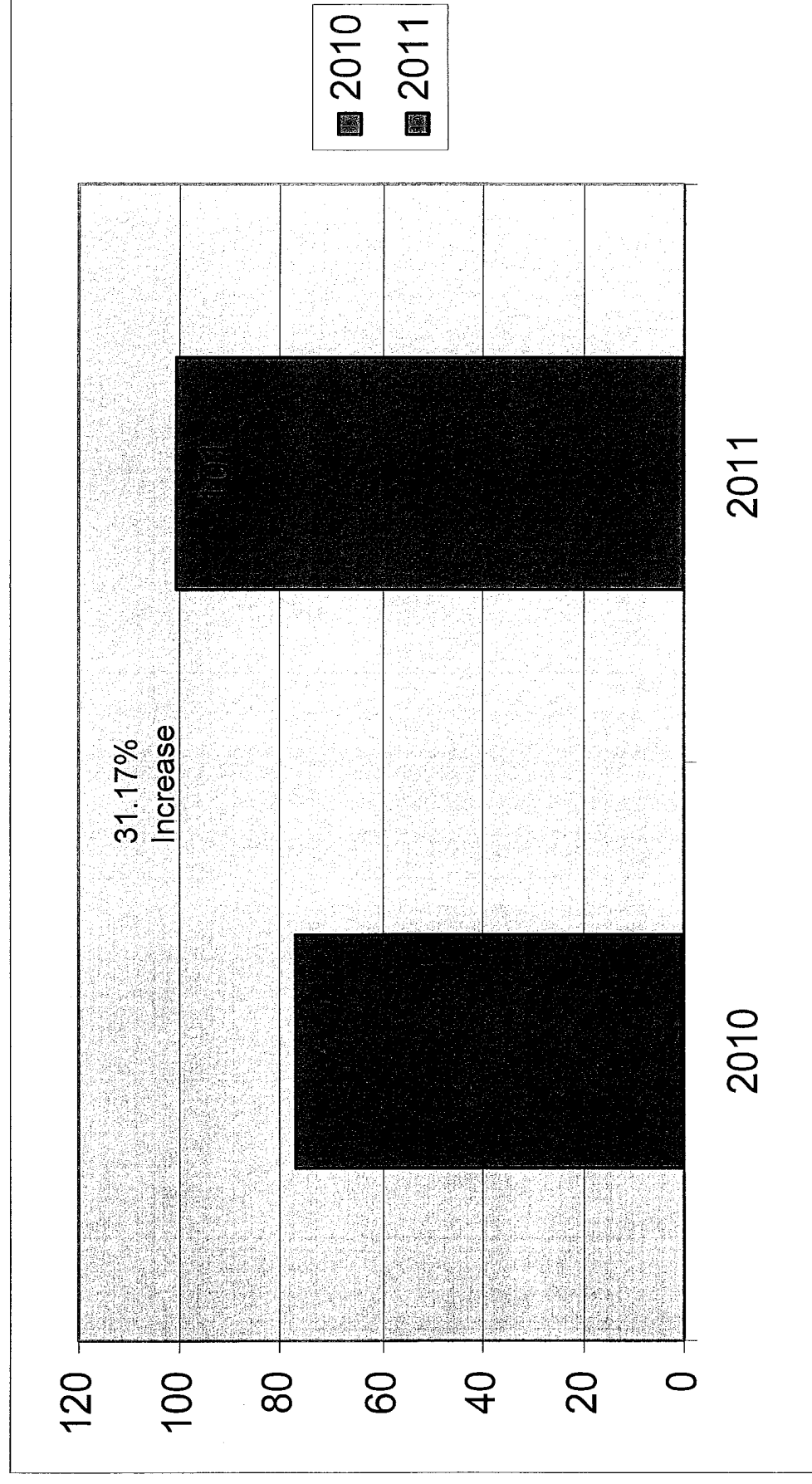


Year to Year Burglary Arrest Comparison



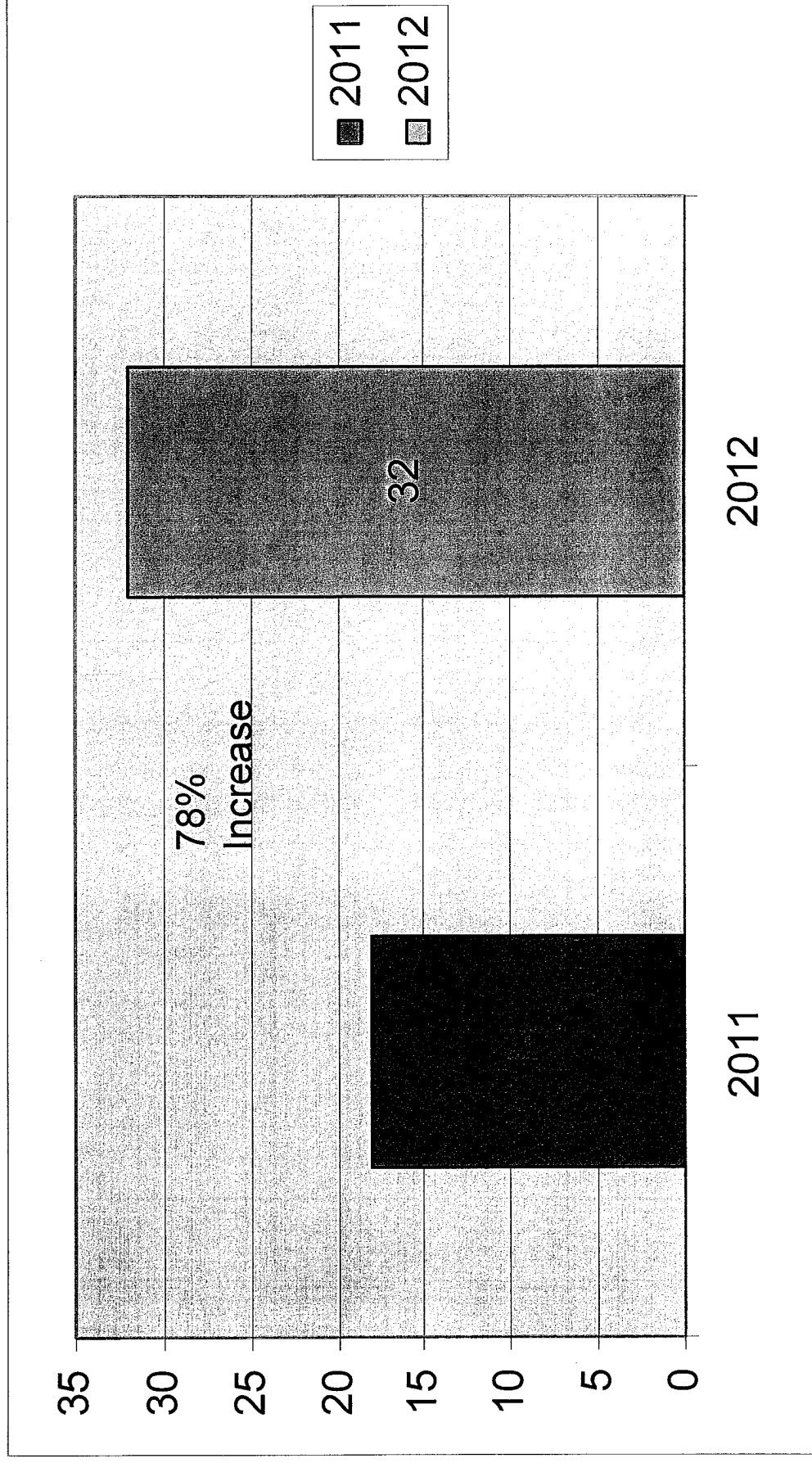
April 2011 – December 2011

Burglary Arrests

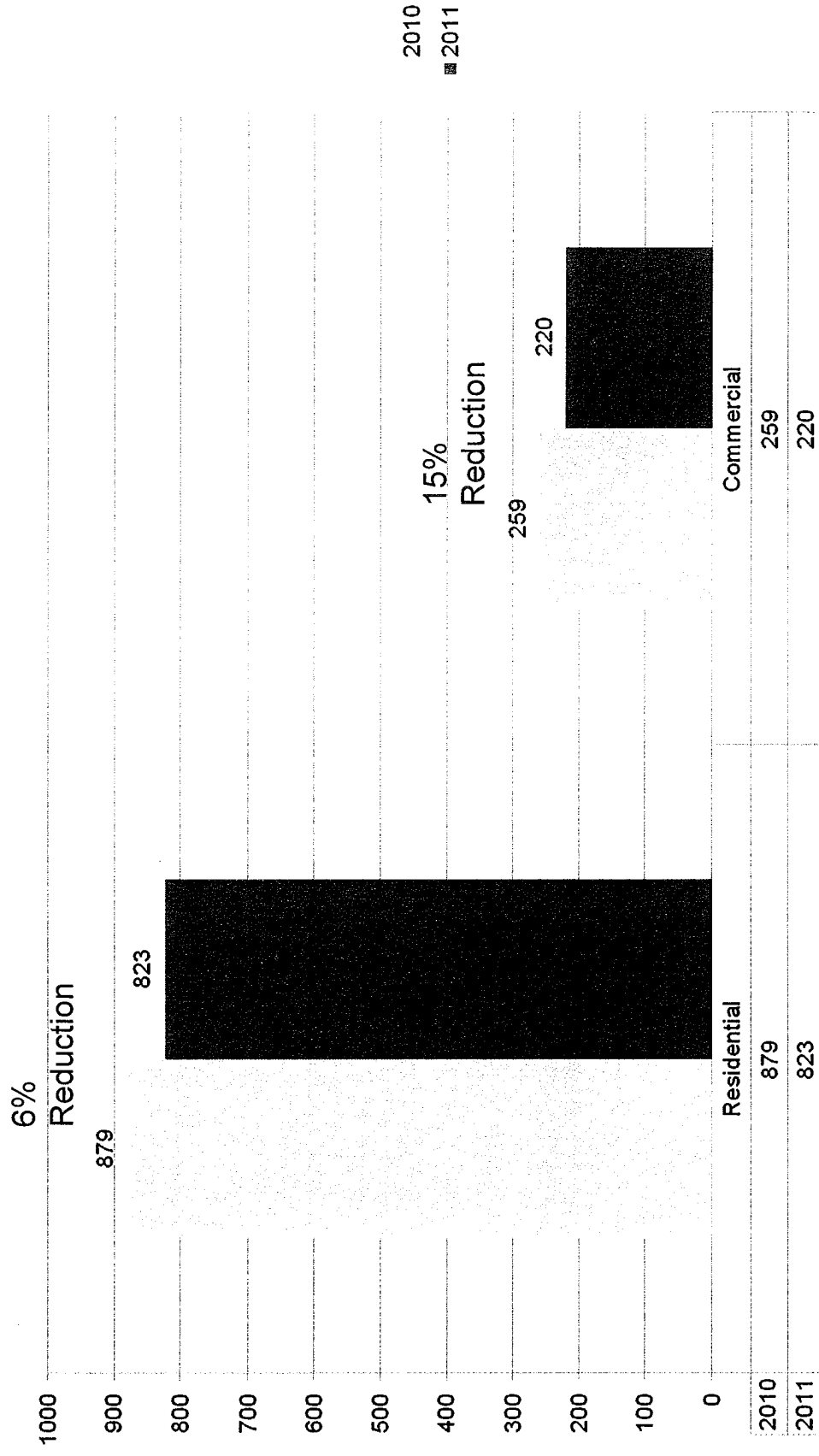


2011/2012 Burglary Arrest Comparison

January 1–March 15



Burglary Cases



SANTA FE POLICE DEPARTMENT

BURGLARY

	2010												2011		Total
	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	JAN	FEB	
Burglary (Residential)	53	65	69	72	84	107	107	91	70	63	61	37	61	37	879
Burglary (Commercial)	19	20	16	13	29	37	26	16	27	27	20	9	20	9	259

	2011												2012		Total
	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	JAN	FEB	
Burglary (Residential)	45	44	52	75	79	78	73	95	79	65	84	54	84	54	823
Burglary (Commercial)	21	25	29	20	16	24	18	22	16	11	11	7	11	7	220

VIOLENT CRIME

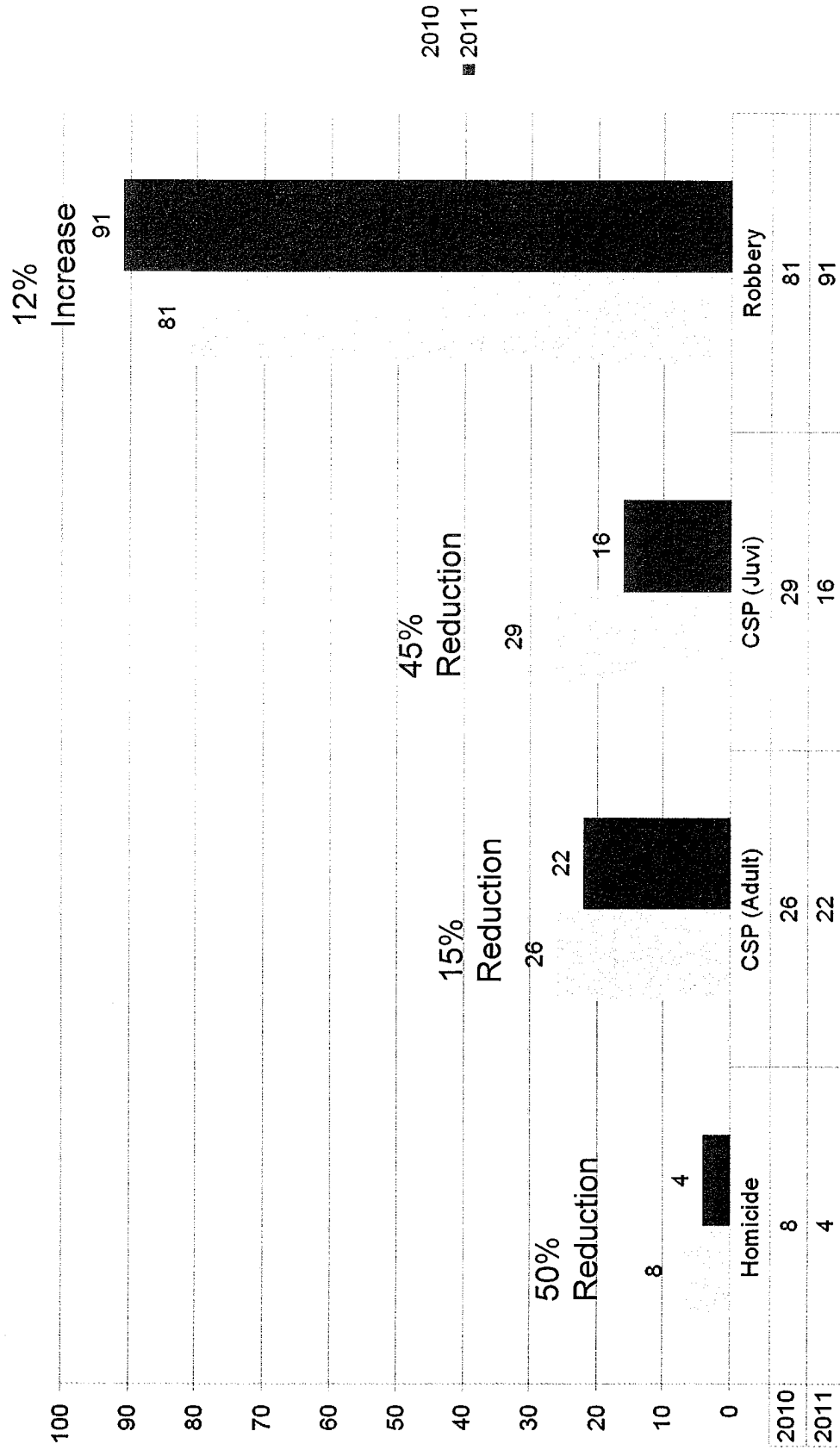
	2010												2011		Total
	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	JAN	FEB	
Homicides	1	1	1	0	1	0	1	1	1	1	0	0	0	0	8
CSP (Adult)	1	1	5	3	3	1	4	1	1	4	0	2	0	2	26
CSP (Juvenile)	1	3	2	1	2	3	2	3	4	3	1	4	1	4	29
Robbery	6	9	4	4	9	1	13	9	8	7	5	6	5	6	81
Domestic Violence	87	93	94	77	91	80	90	62	87	80	71	64	71	64	976

	2011												2012		Total
	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	JAN	FEB	
Homicides	0	2	0	0	0	0	1	0	0	0	0	1	0	1	4
CSP (Adult)	1	4	4	2	0	4	1	2	0	2	2	0	2	0	22
CSP (Juvenile)	2	1	1	1	1	1	4	0	0	1	3	1	3	1	16
Robbery	0	6	4	7	12	5	7	6	9	11	7	17	7	17	91
Domestic Violence	81	75	87	84	116	78	68	88	59	72	83	60	83	60	951

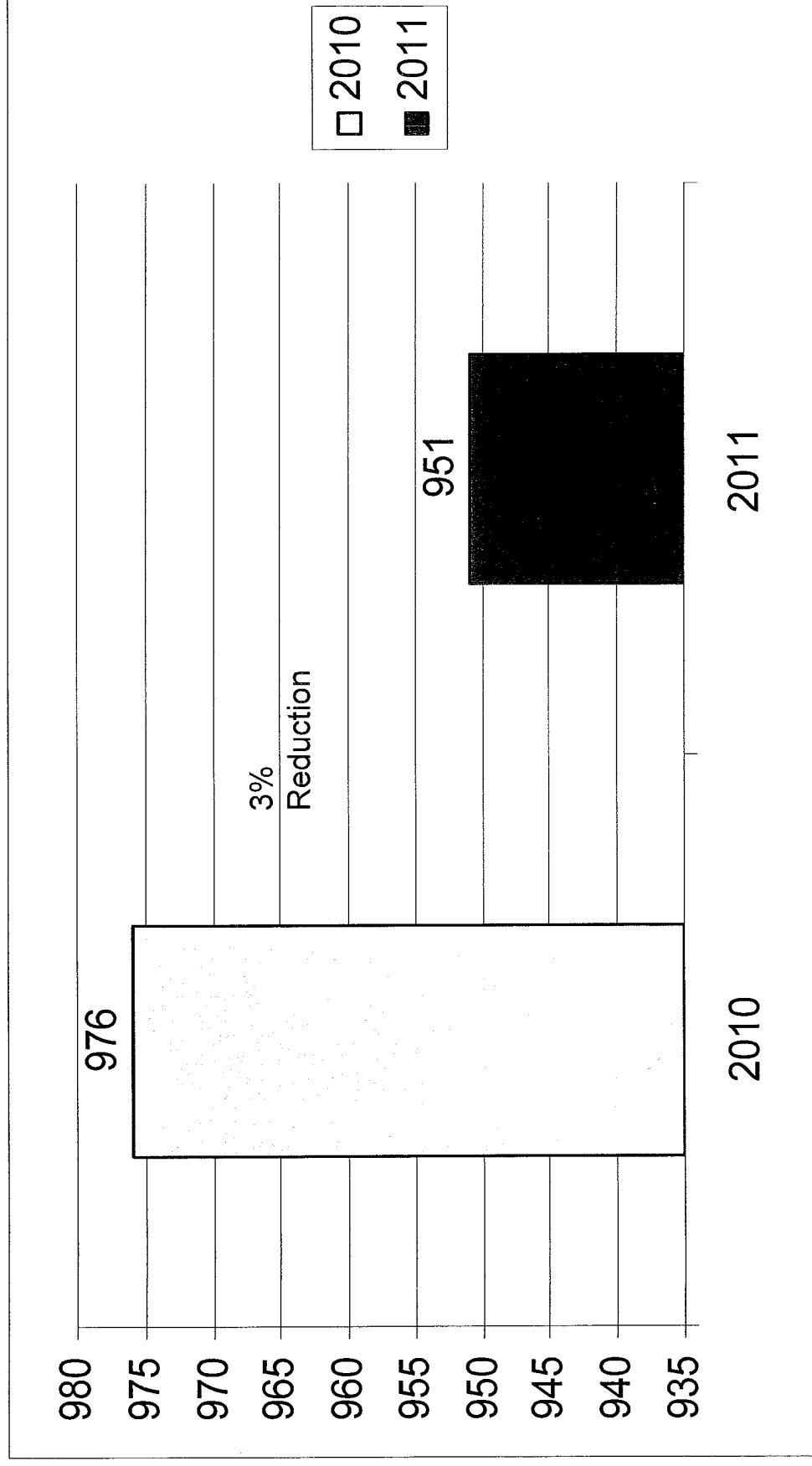
2010 2011

	2011	2012	%chg
Burglary (Residential)	879	823	-6%
Burglary (Commercial)	259	220	-15%
Homicides	8	4	-50%
CSP (Adult)	26	22	-15%
CSP (Juvenile)	29	16	-45%
Robbery	81	91	12%
Domestic Violence	976	951	-3%

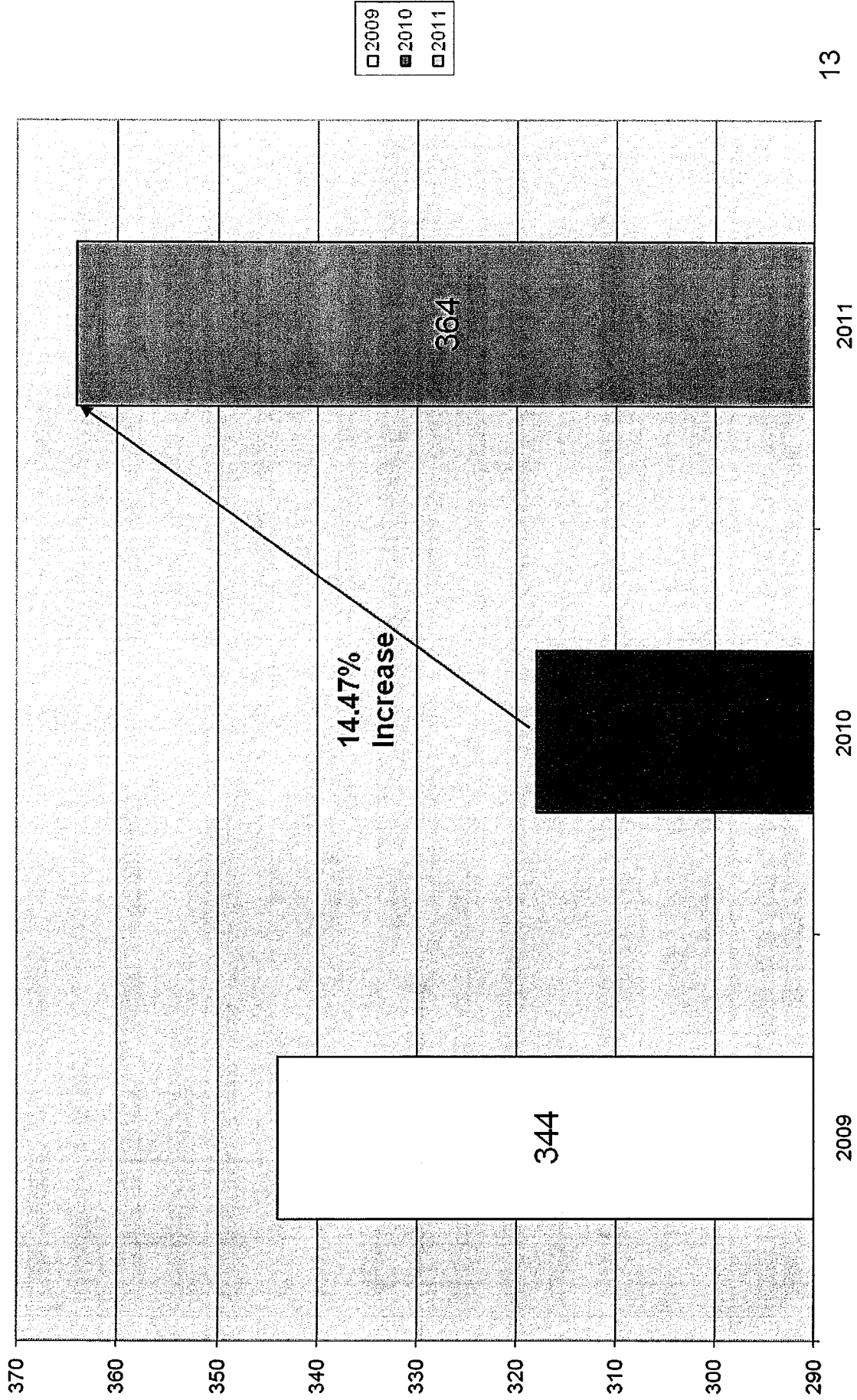
Violent Crime Cases



Domestic Violence Cases



DWI Yearly Arrest Comparison

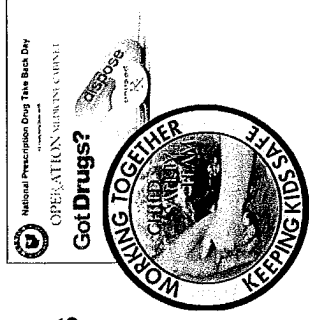




Crime Prevention

Programs/Activities/Events

- Bank Security Association
- Citizen's Academy
- Citizen's Academy Alumni
- Law Enforcement Torch run
- Career Day Programs
- Special Event Vehicles
- Law Enforcement Day
- Community Events
- Community Lectures
- Neighborhood Watch
- Citywide Block Captain's Meetings
- Business Watch
- City Watch
- National Walk to School Day
- Crime Prevention/Environmental Design



- Public Safety Announcements
- Fingerprinting (employ/child ID)
- Community K-9 Program
- National Dance Institute
- Personal/Child Safety Campaign
- Elementary & Secondary Education
- Pedestrian Safety Campaign
- Burglary Campaign
- Trading Card Program
- National Night Out
- Drug/Alcohol Campaign
- Child Abuse Campaign
- National Medicine Take Back
- Pojoaque Days
- Hispanic Chamber of Commerce
- Home Security Surveys
- Fright Fest



Crime Prevention

2011 Meetings

- Neighborhood Watch 72 meetings
- Business Watch 19 meetings
- City Watch 27 meetings
- Town Hall type meetings 14 meetings
- Bank safety meetings 3 meetings



Neighborhood Watch Groups

- **Active Captains/Groups**

In 2009 – 45

In 2010 – 57

In 2011 – 60

In 2012 – 60

Narcotics

Target the sale, use, and distribution of illicit narcotics

- Add two additional officers to the Region III task force
- Agents will work cases within the City of Santa Fe
- Participation allows the use of state and federal monies to fund overtime and operations
- Participation allows the officers the use of Region issued equipment
- Closer collaborative relationship with the FBI, DEA, US Marshall's, and other LE agencies within the Santa Fe area
- Ensured communication with other regional agents most familiar with local drug users, dealers, and distributors
- Formalized training program for new narcotics agents
- Reduced chance of overlapping investigations

Public Intoxication

- Zero tolerance for drinking in public
- Strict enforcement of trespassing ordinance
- Work with city attorney to strengthen laws
- Pursue alternatives to incarceration
- Work with State SID to increase enforcement of sales to intoxicated persons

Recruiting

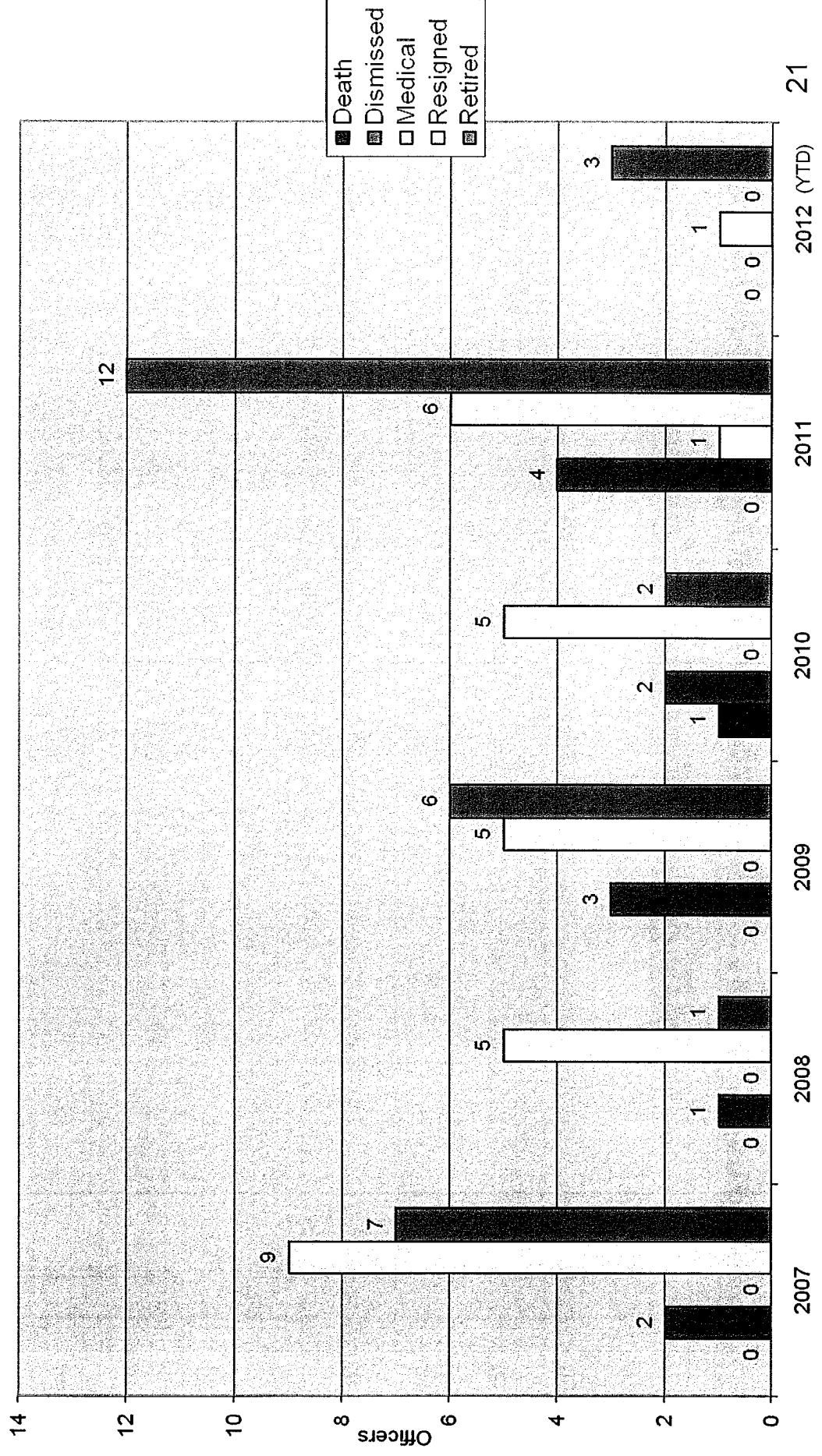
Data obtained from recruiting division & police office manager

Officer Exits April 2011- Present

- Dismissed - 2
- Medical - 2
- Resigned - 3
 - 2 Cadets prior to completion of training
 - 1 Change in career
- Retired - 13
 - 7 prior to implementation of early retirement ordinance
- Hires - 13
- Offers of employment - 3 (Start April 30, 2011)

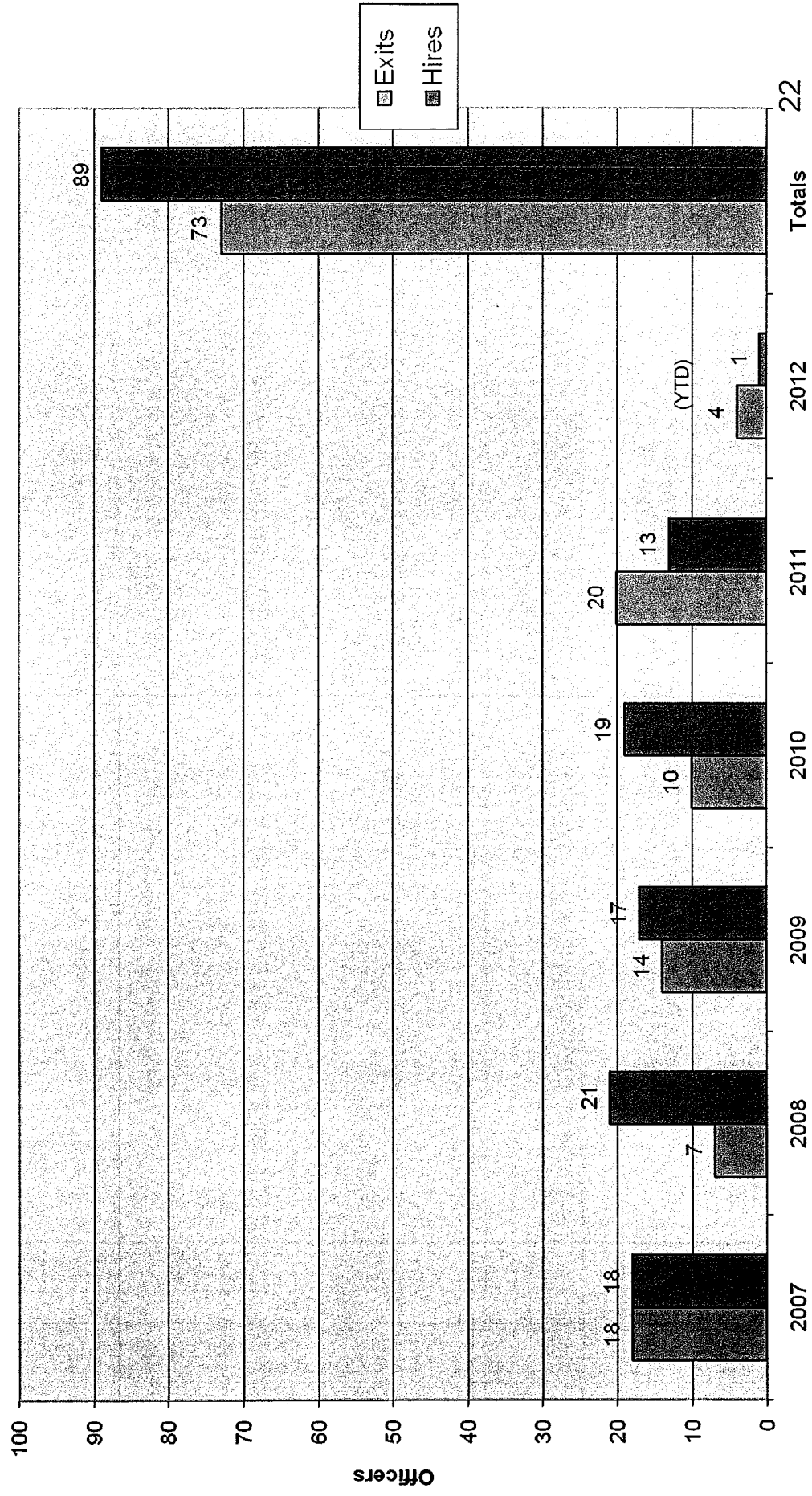
Exit Year to Year Comparison

Whole Calendar Years

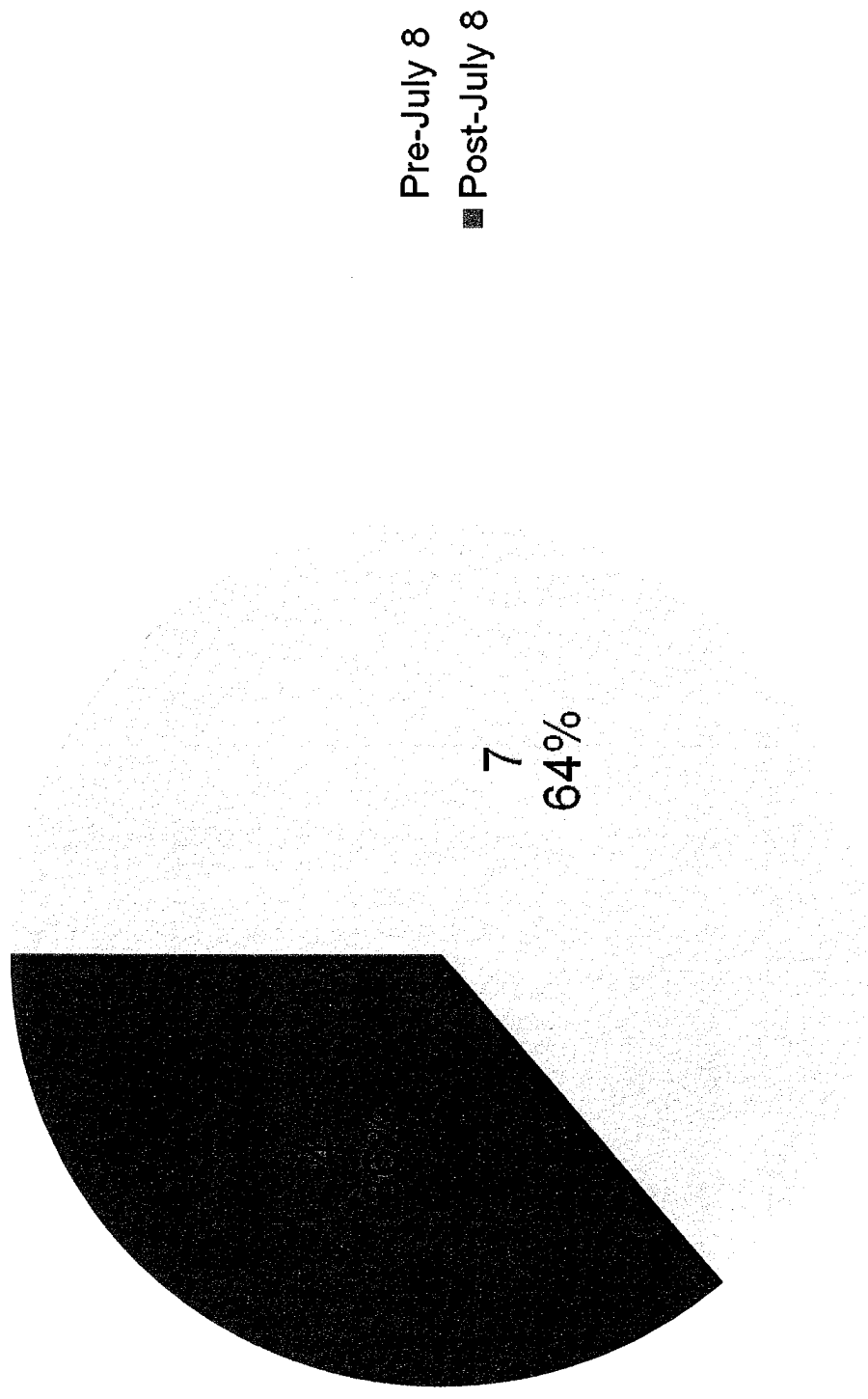


Exit vs. Hire Comparison

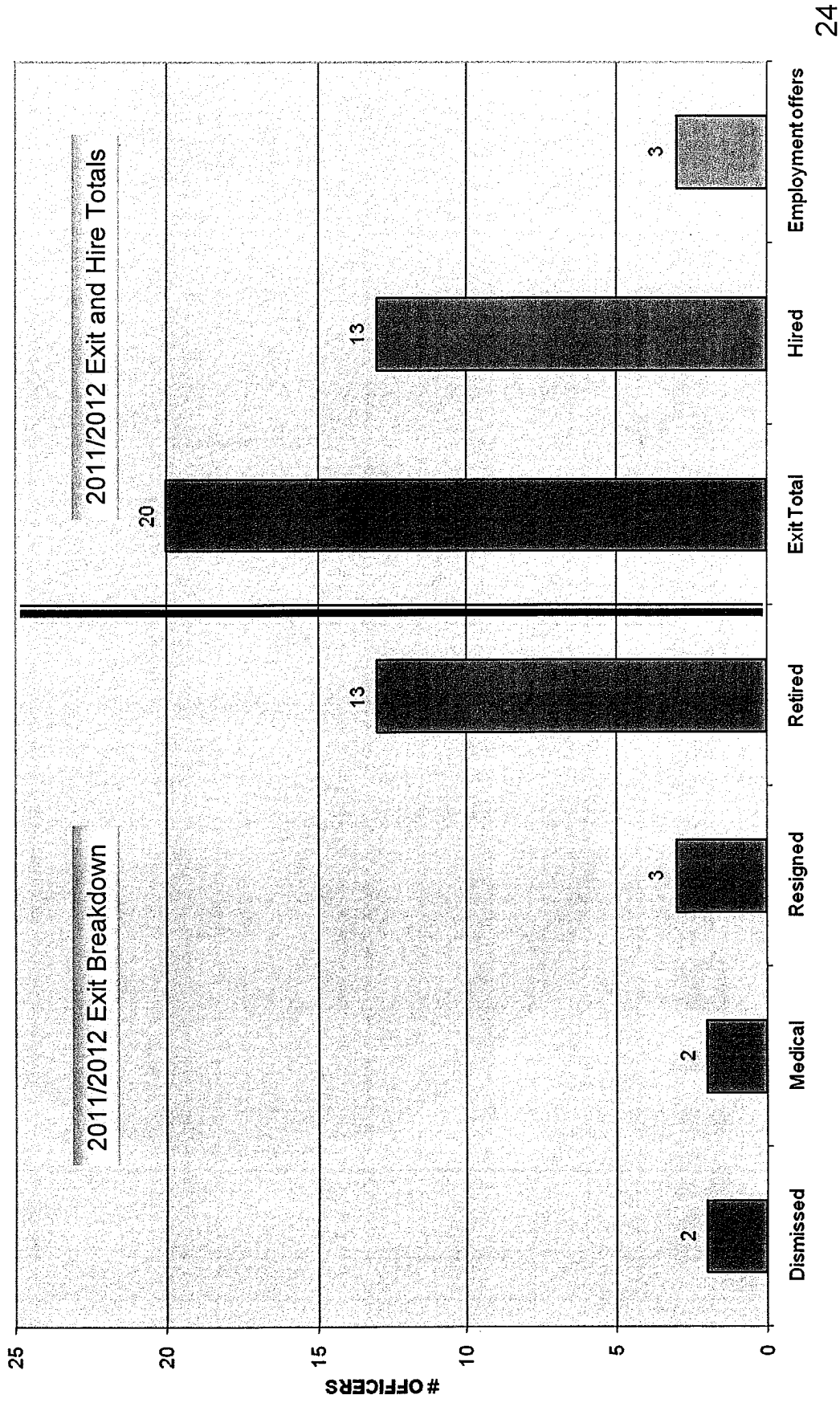
Whole Calendar Years



Pre-July 8 vs. Post July 8, 2011 Retiree Comparison



April 2011 to Present Exit Totals



Recruiting Efforts

Increase recruiting efforts

- Participation in local job fairs
- Working with NMLEA to reduce academy length
- Working with NMLEA to establish reduced academy for military police
- Attendance at City of SF public events
- Local, regional, and possibly national advertising
 - Radio
 - Television
 - Social media
- Identify the appropriate market and demographic pool in which to steer advertising



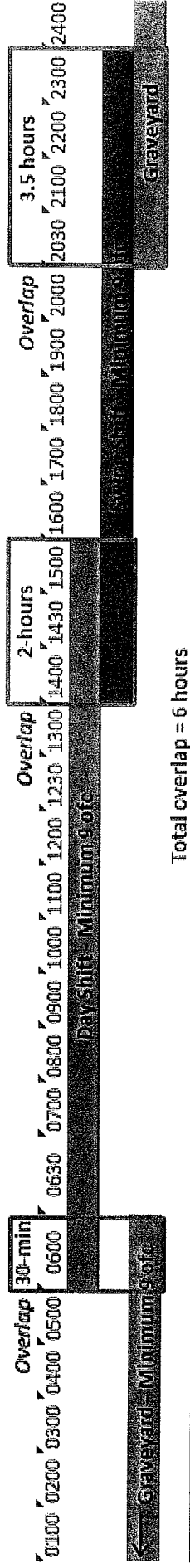
Efficient Use of Manpower and Fiscal Resources

Data obtained from police department work schedule

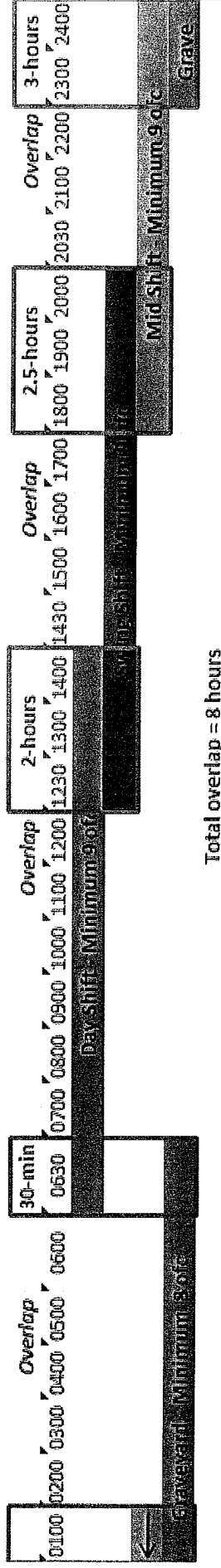
Overlap Comparison

***Based on Minimum Staffing**

4-10 hour shifts



5-8 hour shifts

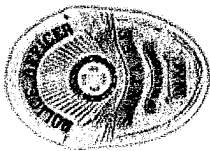


23% more officers on duty in a 24-hour period

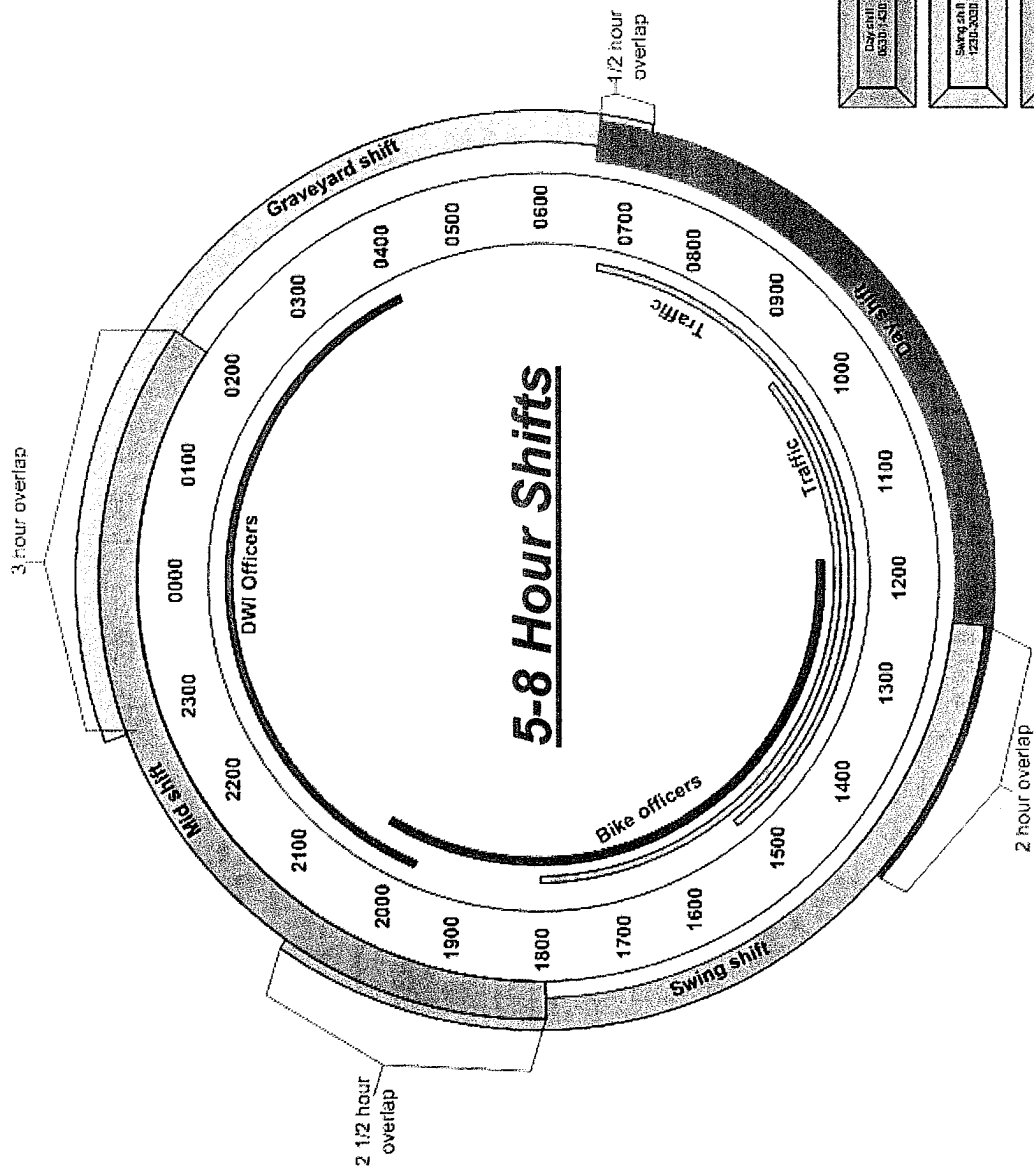
- 4-10's = 6 Hours of police overlap
= 27 Officers on duty within a 24-hour period
- 5-8's = 8 Hours of police overlap
= 35 Officer on duty within a 24-hour period

*Minimum staffing 8's: 9 officers for day, swing, and mid; 8 officers for grave

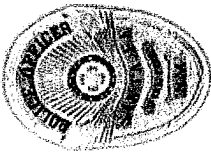
*Minimum staffing 10's: 9 officers for day, swing, and grave



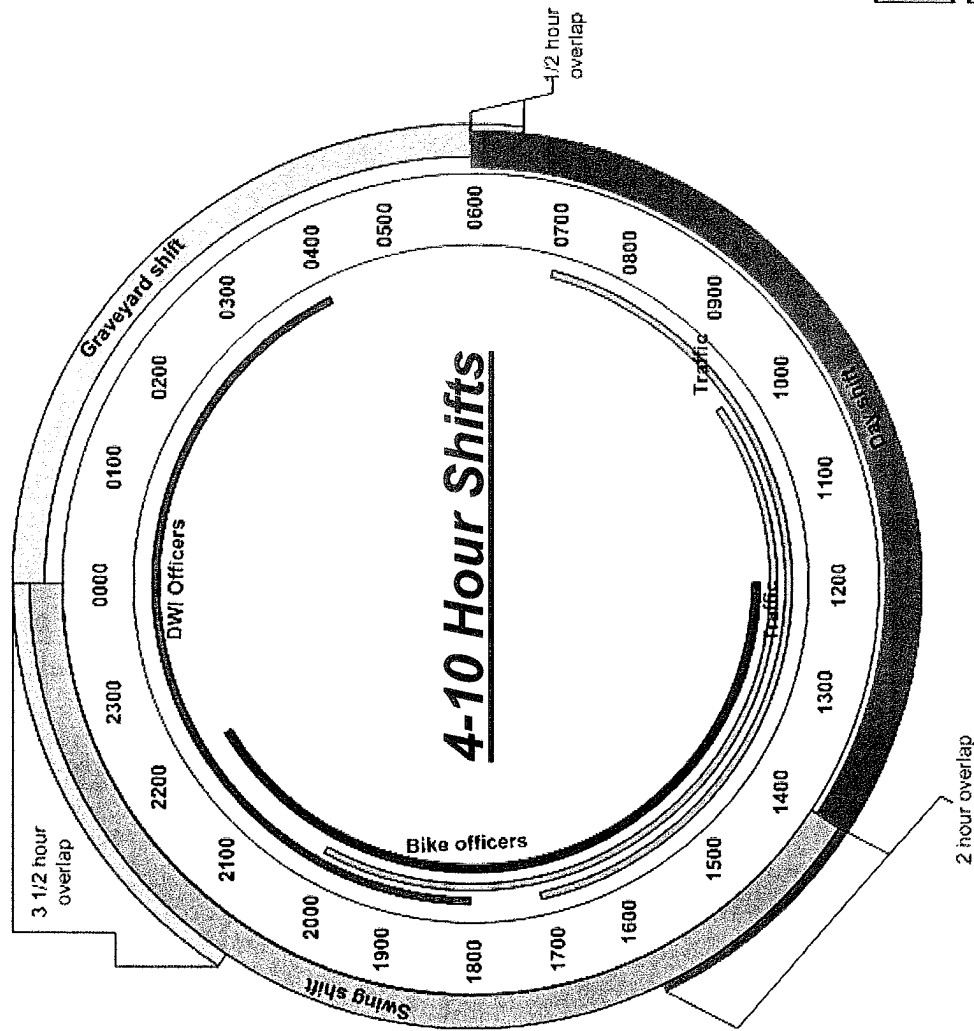
SANTA FE POLICE DEPARTMENT SHIFT SCHEDULES



SHIFTS / TIMES			
Day shift 0630-1430	Traffic Vehicles		
Swing shift 1230-2030			
Night shift 1830-0230			
Overseas 2000-0700			



SANTA FE POLICE DEPARTMENT SHIFT SCHEDULES



SHIFTS / TIMES

Day shift 0800-1600	Graveyard 0000-0800
Swing shift 1600-2400	Traffic 0800-1600

Hours Comparison

5-8's

Hrs. of overlap	=	8
Min. on duty per shift:		
Day	=	9
Swing	=	9
Mid	=	9
<u>Grave</u>	=	8
Min. officers on duty/24hr period	=	35
Max. on duty per shift:		
Day	=	17
Swing	=	20
Mid	=	20
<u>Grave</u>	=	16
Max. officers on duty/24hr period	=	73

4-10's

Hrs. of overlap	=	6
Min. on duty per shift:		
Day	=	9
Swing	=	9
<u>Grave</u>	=	9
Min. officers on duty/24hr period	=	27
Max. on duty per shift:		
	*Non Common days (5)	*Common days (2)
Day	= 16	= 23
Swing	= 16	= 23
<u>Grave</u>	= 16	= 23
Max. officers on duty/24 hr period		
	* Non-common days	= 48
	* Common days	= 69

*Common days are days in which work day rotations overlap and three out of four squads are working the same day
Numbers do not reflect sergeants and lieutenants

Shift Efficiency

5-8 Hour Shifts

- Work Days = $(D \times AWW) / (7 \times SL)$
- Work Days = $(365 \times 40) / (7 \times 8)$
- Work Days = 260
- $\frac{\text{x 8 work hours}}{= 2080 \text{ work hours}}$

- Non Patrol Time = 44 days
- $\frac{\text{x 8 work hours}}{= 352 \text{ non work hours}}$

- 2080 work hours
- $\frac{- 352 \text{ non work hours}}{= 1728 \text{ work hours}}$

- 1728 work hours
- $\text{x 93 patrol officers}$
- = 160,704 total work hours per officer

4-10 Hour Shifts

- Work Days = $(D \times AWW) / (7 \times SL)$
- Work Days = $(365 \times 40) / (7 \times 10)$
- Work Days = 208
- $\frac{\text{x 10 work hours}}{= 2080 \text{ work hours}}$

- Non Patrol Time = 44 days
- $\frac{\text{x 10 work hours}}{= 440 \text{ non work hours}}$

- 2080 work hours
- $\frac{- 440 \text{ non work hours}}{= 1640 \text{ work hours}}$

- 1640 work hours
- $\text{x 91 patrol officers}$
- = 152,520 total work hours per officer

Equivalence to Officer Time

Total work hours on 8's - Total work hours on 10's = difference in work hours

160,704 hrs- 152,520 hrs = 8,184 hrs

Difference in work hours / work hours per officer per year = Time equivalence
to officer increase

8,008 hrs (difference in total work hrs) / 1728 hrs (8-hr shift schedule) = 4.73
officers

Time equivalence to officer increase = 4.73 officers per year

Use Manpower and Fiscal Resources Efficiently (Overtime)

Data obtained from city finance department

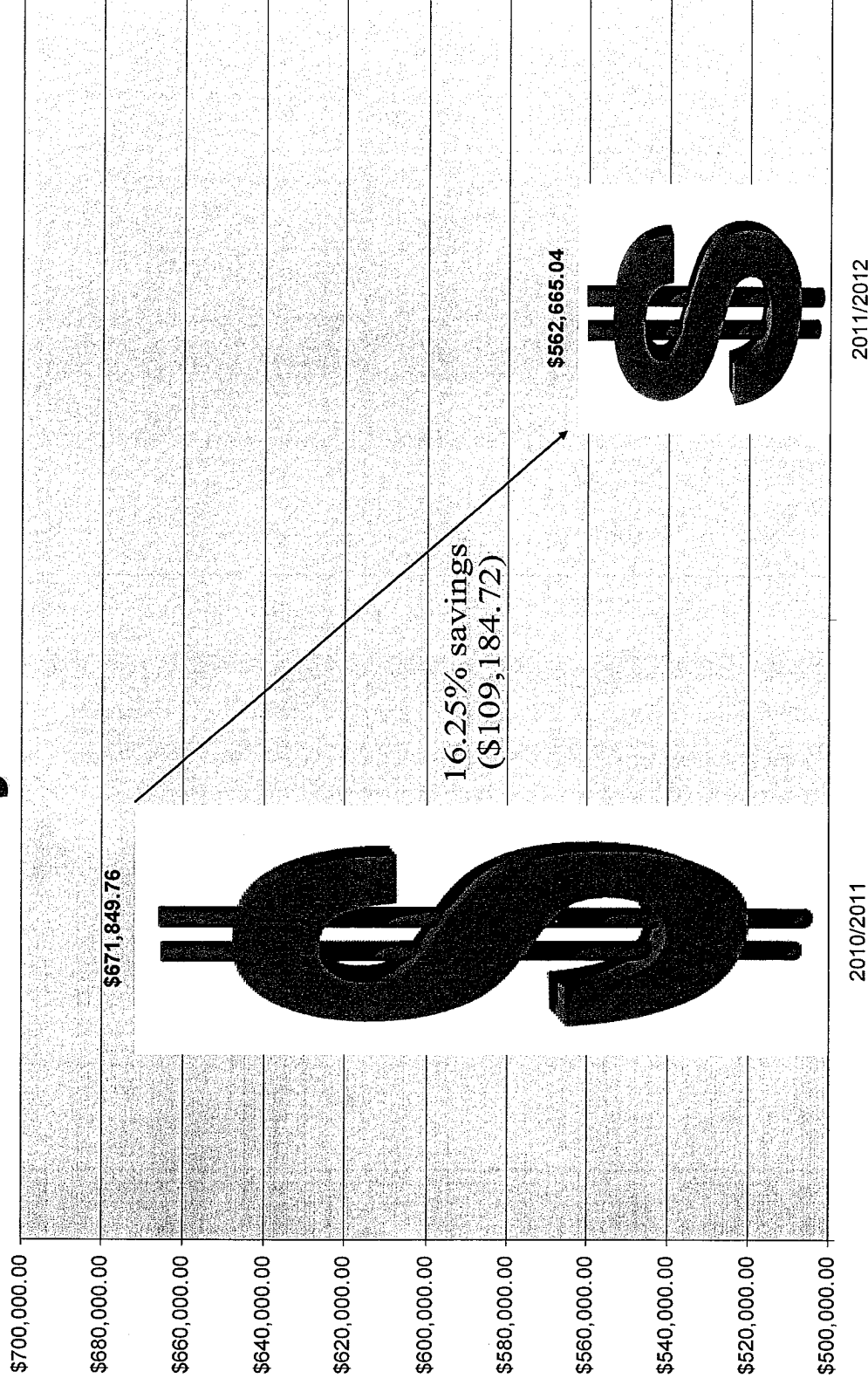
Overtime/Leave Summary

Overtime	2010/2011 July 1 – Feb 16 (4-10 schedule)	2011/2012 July 1 – Feb 16 (5-8 schedule)	Difference	* % Chg
Regular OT	\$635,581.56	\$521,028.94	\$-114,552.62 ↑	18.02% ↑
Straight OT	\$36,268.20	\$41,636.10	\$5,367.90	14.80%
Total savings	\$671,849.76	\$562,665.04	\$-109,184.72	16.25%
Leave	2010/2011	2011/2012	Difference	% Chg
Annual Leave	12,913 hrs	13,478 hrs	565.45 hrs ↑	4.38% ↑
Sick Time	7,410 hrs	7,701 hrs	291.00 hrs ↑	3.93% ↑
Comp. Time	5,539 hrs	3,703 hrs	-1,835.89 hrs	33.15%
Injury	460 hrs	269 hrs	-191.00 hrs	41.52%
Total savings	25,861 hrs	24,882 hrs	-979 hrs	3.79%

Data is a comparison of July 1 – Feb 16 for years 2010/2011 and 2011/2012

Overtime Cost Comparison

July 1 – Feb 16



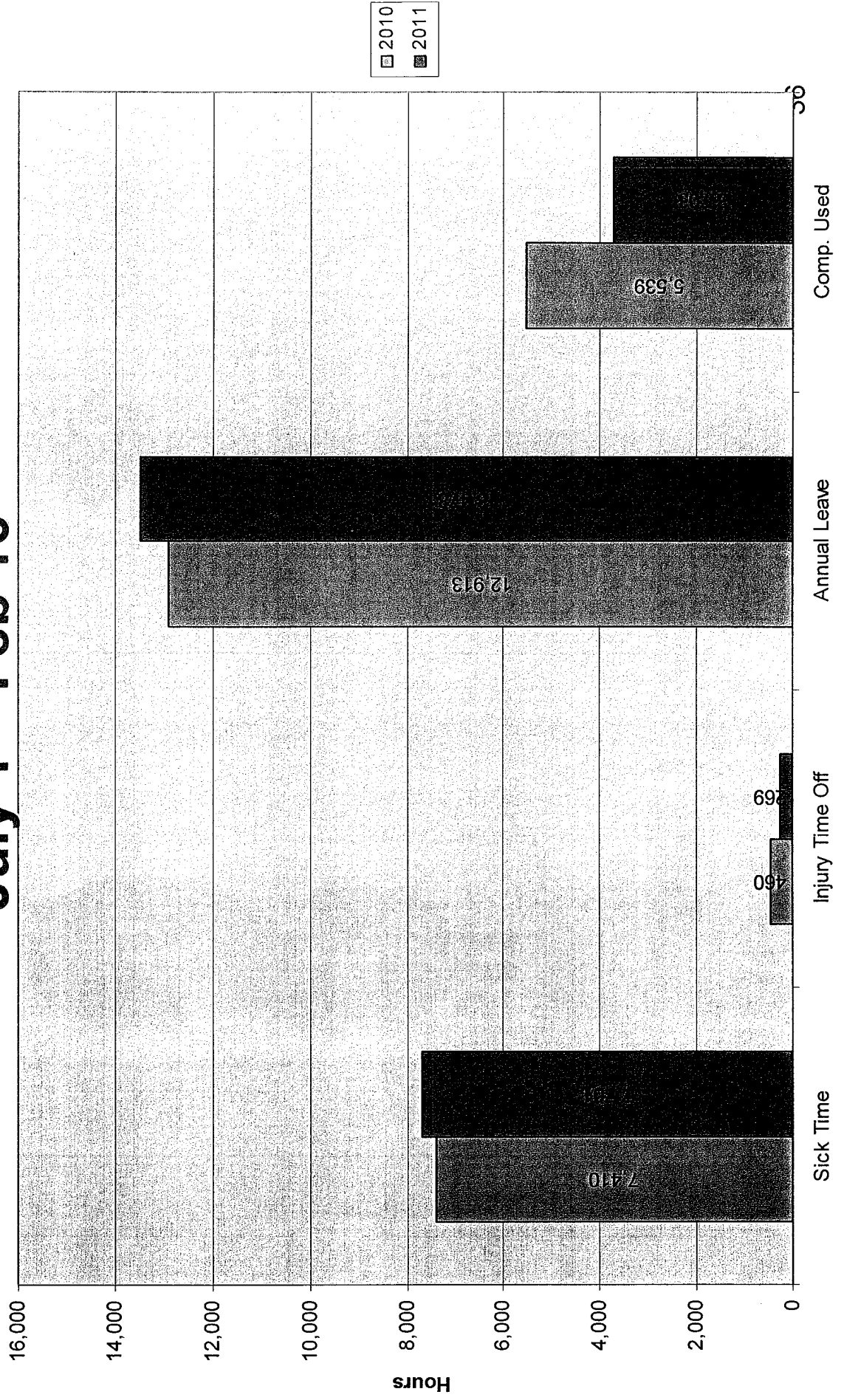
2010/2011

2011/2012

Values reflect total overtime expenditures for the police department

Leave

July 1 – Feb 16



Build a Professional, and Accountable Police Department

Data obtained from police department professional standards division

IA Investigation vs. Operational Complaint

Internal Affairs Investigations (IA)

Complaints or allegations of employee misconduct which fall within one of the following areas may be classified as Internal Affairs Investigations:

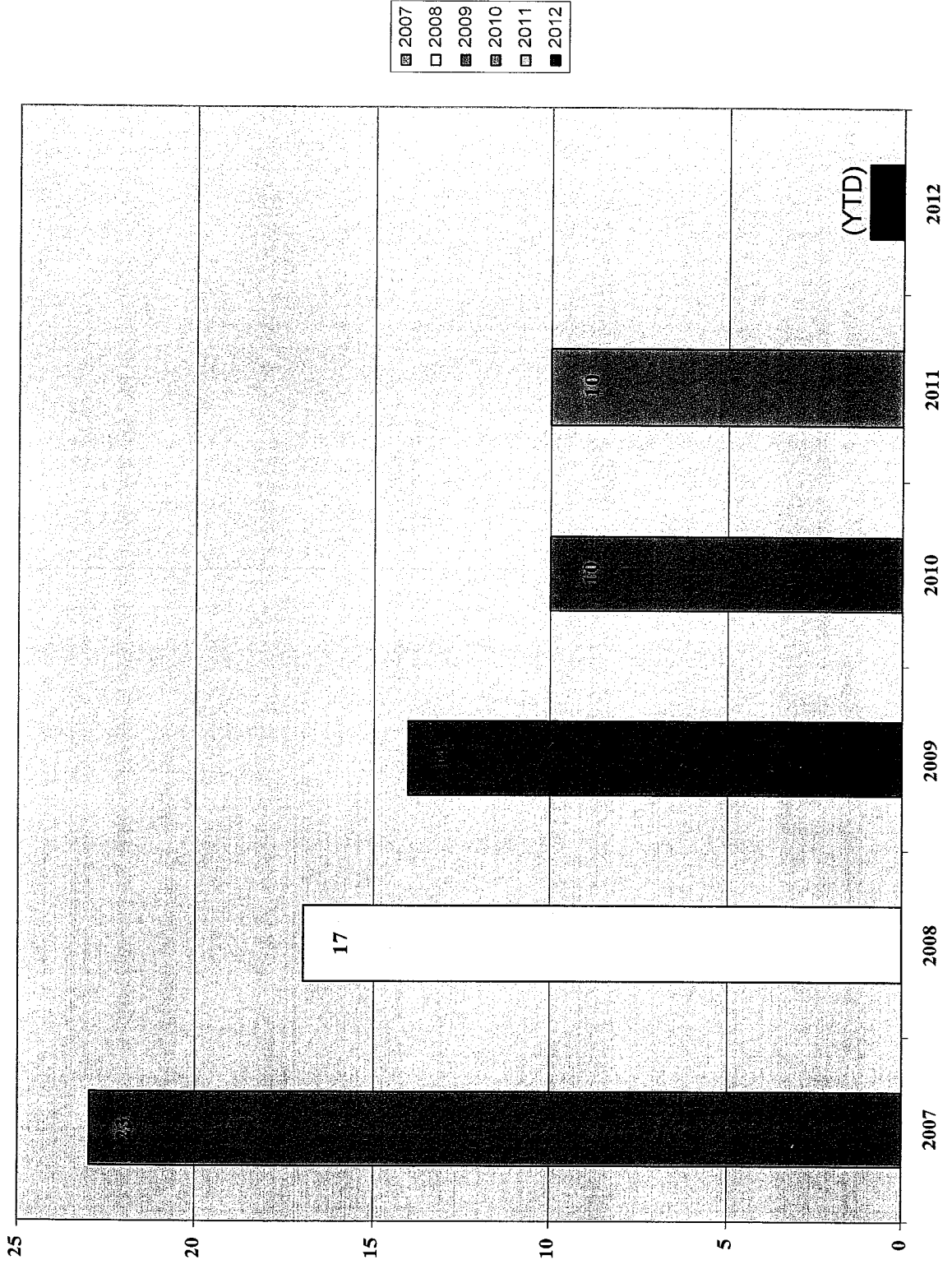
- Unnecessary or excessive use of force
- Discrimination/Biased-Based Profiling
- Violations of Department Directives, City Personnel Rules and Regulations, or City Policies
- Breach of civil rights
- Commission of a criminal act

Operational Complaints

- Complaints of poor employee performance, attitude, or demeanor, or enforcement of department policies or of laws believed by the complainant as unfairly or inequitably applied, may be classified as operational complaints.
- Operational Complaints may be referred to the accused employee's supervisor for investigation.

****Note: In 2010 we did away with Inquiries and handled those complaints as operational complaints, which is why you see an increase in operational complaints in 2011.***

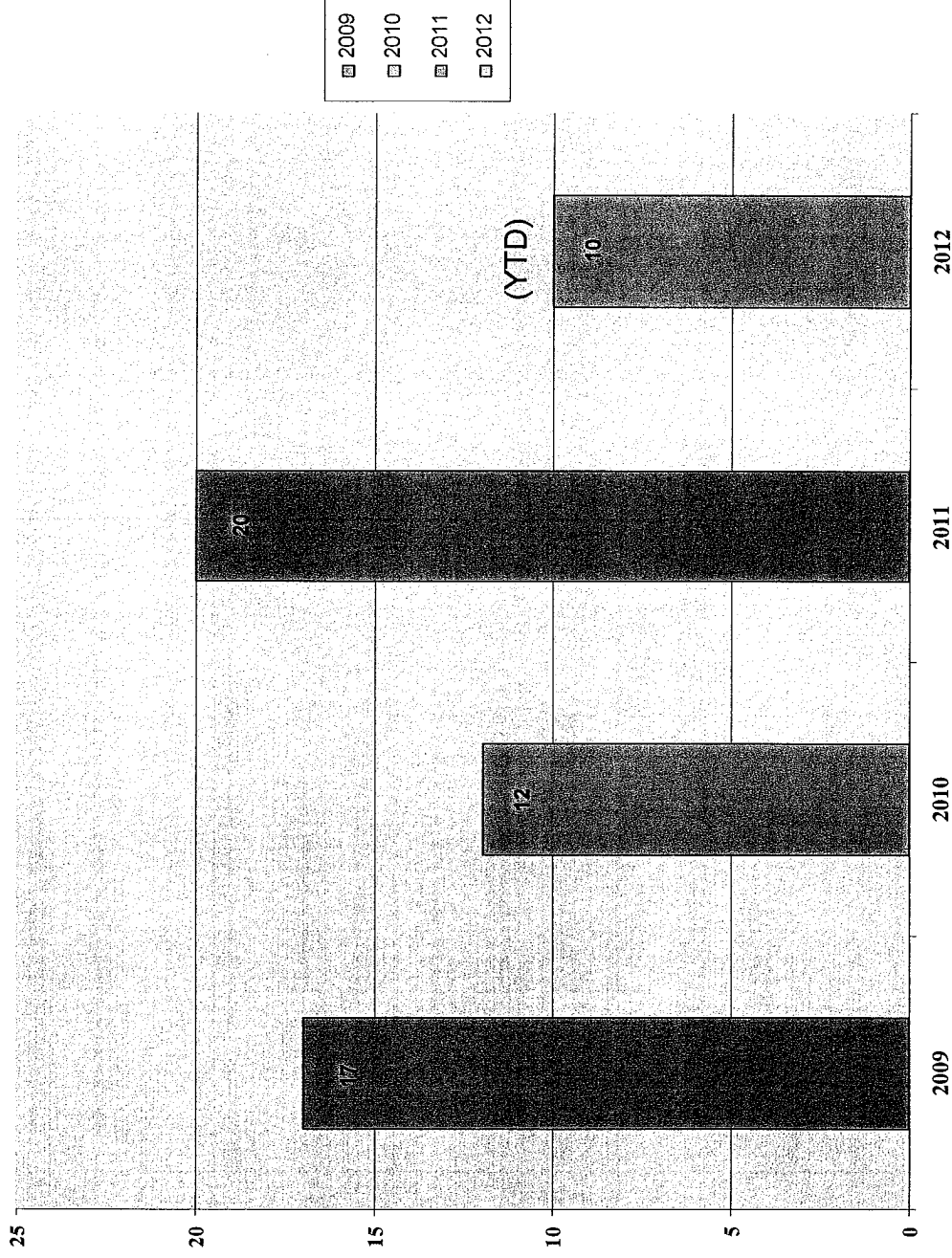
Internal Affairs Investigations



IA Cases

- Pending Internal Affairs Investigations at time of Chief's Appointment = 7
- Current number of pending Internal Affairs Investigations: = 3
- Average time to complete Internal Affairs Investigations:
 - 2010 – 162 days
 - 2011 – 90 days
- In 2011 the average time to complete Internal Affairs Investigations were decreased by 56%.
- How many IA cases were a result of a tort claim:
 - 2010 – 4 of the 10 cases were tort claims (40%)
 - 2011 – 4 of the 10 cases were tort claims (40%)

Operational Complaints

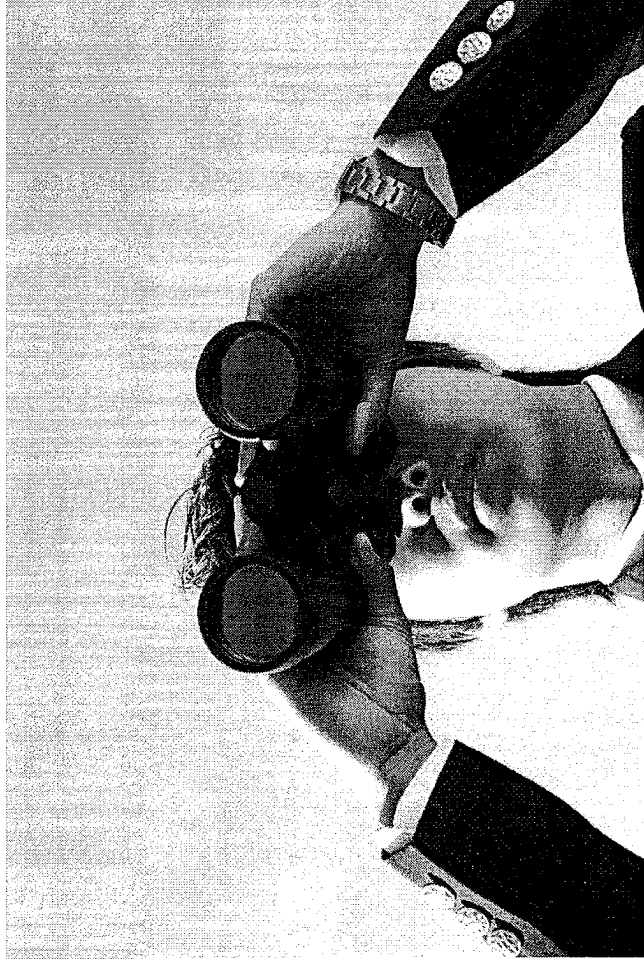


***Note: In 2010 we did away with Inquiries and handled those complaints as operational complaints, which is why you see an increase in operational complaints in 2011.**

IA Goals

- Accountability
 - Department, management, staff
 - » Law/policies/ethics
 - » Self-discipline
 - » Professionalism
 - » Productivity
 - » Expenditures
 - » Interaction
 - » Community
 - » Peers/supervisors/subordinates/colleagues
 - Professional Standards software
 - Externally hired IA investigator

Building a Progressive Department



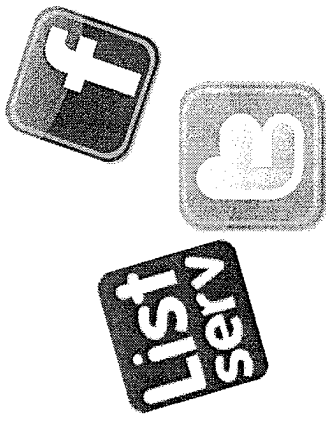
The greatest danger in times of turbulence is not the turbulence –
it is to act with yesterday's logic
—Peter Drucker

Where Are We Going?

- ***Implementation of GPS tracking systems for patrol cars***
 - Real-time location
 - Improved dispatching ability
 - Accountability
- ***Exploration of a less paper dependent system/more digital***
 - Less paperwork decreases office supply costs
 - Reduces officer time generating reports
 - Increases officer patrol availability
- ***Solicitation of community volunteers***
 - Subject matter experts (SME) to help/advise on PD projects
 - Supplement civilian staff

Where Are We Going? Cont.

- ***Community Oriented Policing***
 - Expansion of bike patrol team by 2 officers
 - Due to the reduction of 2 K-9 officers
 - Savings created by the elimination of the dogs
 - Intend to facilitate better communications with the community through:
 - Development of a communication plan which includes:
 - » Nixle
 - » Facebook
 - » Twitter
 - » List serves
 - » Creation of an anonymous tip capability
 - » Webpage on the city website
 - » Neighborhood meetings



Where Are We Going? Cont.

- Transition to black and white police cars
 - Higher visibility
 - » Stand out from other vehicles
 - » Contrasting colors attract the eye
 - » Serves as a deterrent
 - Cost
 - » Future vehicles will be ordered black and white (no transition of current fleet vehicles)
 - » Color schemes are on state contract (no increase in cost)
 - » Fewer decals are needed (decrease in decal costs)

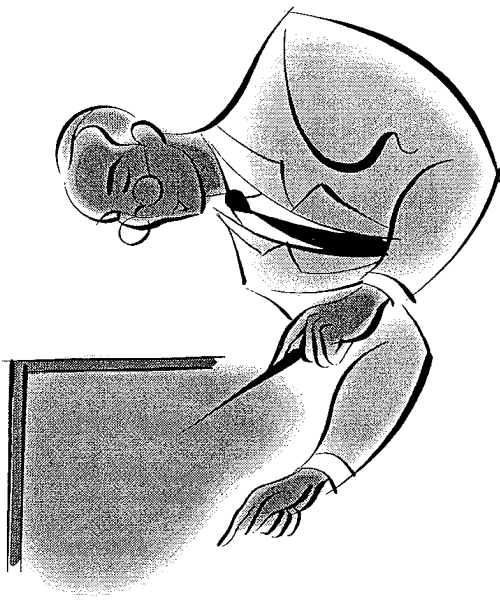
Where Are We Going? Cont.

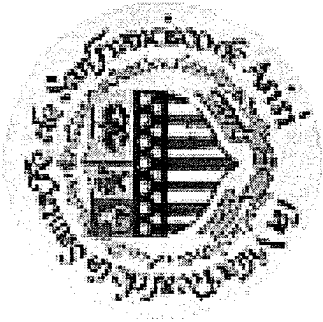
- Transition to new uniforms
 - In accord with community oriented policing ideology
 - » Psychological research shows that a lighter uniform shirt:
 - » Improves officer approachability
 - » Decreases negative emotions and feelings associated with dark colors
 - » Decreases the number of complaints
 - » Professional look has a marked effect on officer's attitude and professional demeanor
 - » Distinguishes officers from other service related fields (security/automotive techs, etc.)
 - » Establishes an appearance unique from most other LE within the state
 - » More professional appearance that represents the community's professional expectations of the police department



Where Are We Going? Cont.

- *Management, leadership, and business training for command staff, mid-management, and first-line supervisors*
 - Must be good police officers
 - Current laws
 - Contemporary police practices
 - NMLEA requirements
 - Must be good managers
 - Leadership skills
 - Management skills
 - Problem solving
 - Decision making
 - Communication skills
 - Must be good business professionals
 - Business process
 - Project management
 - Accounting/finance
 - Business analysis





Department Objectives

1. Reduce crime
2. Enhance recruitment
3. Use manpower and fiscal resources efficiently
4. Build a professional and accountable police department
5. Build a progressive police department

Police Contacts

- **Chief Raymond Rael:** (505) 955-5010 or rjrael@santafenm.gov
- **Deputy Chief William Johnson:** (505)955-5010 or wjohnson@santafenm.gov
- **Deputy Chief John Schaeferl:** (505)955-5010 or jwschaeferl@santafenm.gov
- **Patrol-Captain George Ortiz:** (505)955-5164 or glortiz@santafenm.gov
- **Patrol dayshift-Lieutenant William Norris:** (505)955-5277 or wdnorris@santafenm.gov
- **Patrol swing shift-Lieutenant David Holliday:** (505)955-5233 or dwholliday@santafenm.gov
- **Patrol mid shift-Lieutenant Steve Ryan:** (505)955-5089 or scryan@santafenm.gov
- **Patrol graveyard-Lieutenant Alan Mascarenas:** (505)955-5251 or aemascarenas@santafenm.gov
- **Traffic-Lieutenant Abram Anaya:** (505)955-5032 or aranaya@santafenm.gov
- **Training/Recruiting-Lieutenant James Lamb:** (505)955-5040 or jdlamb@santafenm.gov
- **Internal Affairs-Lieutenant Dale Lettenberger:** (505)-955-5216 or dglettenberger@santafenm.gov
- **Community Relations-Sergeant Bruce Pratz:** (505)955-2754 or bapratz@santafenm.gov
- **Investigations-Captain Aric Wheeler:** (505)955-5015 or amwheeler@santafenm.gov
- **Investigations-Lieutenant Louis Carlos:** (505)955-5037 or lacarlos@santafenm.gov
- **Violent Crime-Sergeant Michelle Williams:** (505)955-5227 or mlwilliams@santafenm.gov
- **Property Crime-Sergeant Gardner Finney:** (505)955-5259 or gfinney@santafenm.gov
- **Crimes against children-Sergeant Robert Vasquez:** (505)955-5163 or rvasquez@santafenm.gov
- **Burglary Task Force-Sergeant Jason Wagner:** (505)955-5044 or jnwagner@santafenm.gov
- **Crime Analyst Miquela Gonzales:** (505)955-5043 or mmgonzales@santafenm.gov
- **Records:** (505)955-5751
- **Animal Control:** (505)955-2701
- **Property Custodians:** Rich Bemis (505)955-5030 or rgbemis@santafenm.gov; Eric Sanchez (505)955-5029 or iesanchez@santafenm.gov

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