

Study Session



Milwaukie City Council



City Hall Conference Room 10722 SE Main Street www.milwaukieoregon.gov

AGENDA

SEPTEMBER 12, 2017

Page #

1. 5:15 p.m. Public Contracting Rules Project Report

1

Staff: Haley Fish, Finance Director, and

Kelli Tucker, Accounting and Contracts Specialist

2. 5:45 p.m. Police Data Collection Discussion

Staff: Steve Bartol, Police Chief

6:15 p.m. NOTE: the live online and local broadcast of this Council meeting will

end at 6:15 p.m. to allow the Planning Commission meeting broadcast

to begin at 6:30 p.m.

3. 6:30 p.m. Adjourn

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Executive Sessions

The City Council may meet in Executive Session pursuant to ORS 192.660(2); all discussions are confidential and may not be disclosed; news media representatives may attend but may not disclose any information discussed. Executive Sessions may not be held for the purpose of taking final actions or making final decisions and are closed to the public.

Meeting Information

Times listed for each Agenda Item are approximate; actual times for each item may vary. Council may not take formal action in Study or Work Sessions. Please silence mobile devices during the meeting.



MINUTES

SEPTEMBER 12, 2017

City Hall Conference Room 10722 SE Main Street www.milwaukieoregon.gov

Mayor Mark Gamba called the Council meeting to order at 5:15 p.m.

Present: Council President Lisa Batey; Councilors Angel Falconer, Wilda Parks, Shane Abma

Staff: City Manager Ann Ober

City Recorder Scott Stauffer
City Attorney Peter Watts

City Attorney Peter Watts Police Chief Steve Bartol Engineering Director Charles Eaton

Finance Director Haley Fish

Accounting and Contracts Specialist Kelli Tucker

Police Officer Jeff Rogerson

1. Public Contracting Rules Project Report

Ms. Tucker provided background information on the City's contracting rules and noted that the rules had not been updated since 2005.

It was noted that Council President Batey arrived at the meeting at 5:17 p.m.

Ms. Fish and Ms. Tucker noted changes in State and Federal contracting policies and recommended that the City's policies be updated to reflect those changes. Ms. Tucker reviewed proposed changes to the City's contracting rules and policies and noted other cities were going through a similar process. Councilor Abma, Ms. Fish, and Ms. Tucker discussed the Federal deadline for updating local contracting rules.

Mayor Gamba, Ms. Fish, and Ms. Tucker discussed the costs incurred by contractors when the City requires contractors to obtain certain levels of insurance.

Ms. Fish and Ms. Tucker asked for Council feedback on the proposed policy updates.

Councilor Abma and Ms. Fish discussed the City's administrative rules and staff spending limits. Ms. Ober suggested the administrative rules should give staff flexibility in administering City policies.

Ms. Fish noted the alternatives to staff's suggestions to update the City's policies. It was Council consensus to move forward with the changes.

August 23rd Protest Reimbursement Discussion

Mayor Gamba summarized the events around the August 23, 2017, protest that occurred during Speaker of the United States House of Representatives Paul Ryan's private fundraising event for Congressman Greg Walden held at Waverly Country Club. The group discussed the costs of the protest incurred by the City and whether to send a bill for reimbursement to the Federal Government or Waverly Country Club.

Mr. Watts discussed the possibility of a city asking for reimbursement from other agencies. He noted that it depended on whether the city had a policy that allows it to recoup the funds. If so, the City of Milwaukie could send a bill to Speaker Ryan, provided the City has done so in the past and that it is enforced in a bipartisan manner for similar events.

Chief Bartol commented on the Milwaukie Police Department's (MPD) involvement with dignitary protection in the past. He noted that MPD costs from past events mainly included overtime pay for police officers and that the MPD has not billed other agencies for their services in the past.

Ms. Ober noted the City did not have a policy in place for reimbursement. She reported that staff had been discussing whether special events should transition into having permitting fees and a policy for reimbursement of event costs. She suggested staff could come back to Council with a draft policy.

10042

Council President Batey discussed her interest in sending a bill to the Federal Government or Waverly Country Club for the City's expenses related to the protest. **Mayor Gamba** saw a difference between a public event and a private fundraising event. The group discussed the use of police officers and volunteers for different events.

Ms. Ober noted the length of time a draft policy would take. Councilor Parks asked if a policy would include the option to waive fees. The group discussed freedom of speech.

Mr. Watts discussed interagency complications related to protests. Ms. Ober noted this event had incurred overtime costs for Public Works staff and discussed how an event permit process could work. Council President Batey suggested it was not an event permit issue, but rather a City expenditure reimbursement situation.

Councilor Abma and **Mayor Gamba** debated the differences and similarities between a public event and a private fundraiser in terms of City and MPD involvement. The group discussed whether to send a bill for protest costs and **Mayor Gamba** expressed concern about public tax dollars paying for private fundraisers.

Mr. Watts suggested that City could contact Congressman Walden's office. He reiterated the fact that the City currently had no event reimbursement policy and he agreed that this situation was unique due to its location.

The group debated various situations in which police costs would be incurred, and if the City could or should ask for remuneration. **Chief Bartol** noted that the duty for police officers was to protect people from all backgrounds.

It was noted that the Study Session was no longer being broadcast live as of 6:15 p.m.

The group commented on the inter-jurisdictional location of the August 23, 2017, protest and similar events that require City and/or MPD response. **Mayor Gamba** suggested that the topic be considered again at a future meeting.

Mayor Gamba recessed the Study Session at 6:15 p.m. and reconvened the Study Session at 6:18 p.m.

2. Police Data Collection Discussion

Chief Bartol explained how the MPD collects and uses incident call and report data. He noted that the MPD and Lake Oswego Communications Center (LOCOM), the City's dispatch center, currently use different records management systems (RMS) to track cases. He reported that the MPD and other law enforcement agencies in Clackamas County would be migrating to a new RMS that would integrate with LOCOM's.

The group remarked on how case numbers are assigned, how geographic information about an incident is tracked, and the type of calls MPD officers are dispatched to.

Chief Bartol described how report data is currently searched using traffic disposition codes in the LOCOM and MPD systems. He confirmed that report data can be queried by location and the group commented on the enhanced search and mapping capabilities that will come with the MPD's RMS.

Chief Bartol reviewed incident data from a recent date. Mayor Gamba and Chief Bartol commented on the importance of using consistent location terms when entering data into an RMS for tracking purposes.

Chief Bartol reviewed heat maps that were generated by using location information from injury and non-injury incident reports from fiscal year 2016-2017. The group noted the types of data collected in accident reports and discussed the challenges of policing the intersection of Hwy 224 and Oak Street.

The group discussed intersections around the City that saw a high volume of incidents and noted the impact of lower speed limits and regular traffic enforcement along Hwy 99E / McLoughlin Boulevard.

Mayor Gamba and Chief Bartol discussed how an officer determines which incident data to report and when to issue a citation. Office Rogerson remarked on the importance and reliability of witnesses.

Chief Bartol commented on the need to emphasize bicycle and vehicle safety in community education efforts to reduce bicycle and vehicle incidents. **Mayor Gamba** suggested coordinating outreach efforts with the Safe Routes to School (SRS) program. The group commented on intersections and roadways around the City where bicycle and vehicle incidents occur regularly.

Chief Bartol explained that until recently the City had limited data on incidents that occurred at the intersection of Linwood Avenue and Monroe Street because part of the intersection had been located outside City Limits. Office Rogerson reviewed and commented on the 11 incidents that had occurred at the Linwood Avenue and Monroe Street intersection in the last year. The group discussed how intersections can get a public perception of being dangerous and noted that Council could prioritize certain intersections to be funded and improved.

Chief Bartol and **Mr. Eaton** discussed how the MPD and City collects speed data and they reviewed recent speed monitoring results. The group remarked on the use of speed monitoring equipment in different neighborhoods.

Chief Bartol explained how the MPD staffs the traffic enforcement program and expressed concern about pending retirements and the MPD's ability to maintain programs like traffic enforcement. Mayor Gamba and Chief Bartol commented on the costs and effectiveness of the City's photo radar program. It was noted that the number of incidents reported by the photo radar van had dropped in recent years. Ms. Ober and Chief Bartol noted that the MPD was currently recruiting for a photo radar van officer and they commented on the costs and benefits of staffing the photo radar program.

The group remarked on the feasibility and legality of parking the photo radar van around town without an officer inside to slow traffic down. **Chief Bartol** reported that some MPD officers were interested in bringing back a motorcycle patrol position.

Mr. Eaton, Chief Bartol, and Mayor Gamba commented on the possibility of starting a red light camera program. The group discussed installation costs and the negative impacts on safety due to the lack of turn lanes at the intersection of Hwy 224 and Oak Street.

The group discussed different traffic safety control options that could be installed at the intersection of Linwood Avenue and Monroe Street in conjunction with the Monroe Street Neighborhood Greenway project. They remarked on the lack of streets in the City that could qualify as a neighborhood greenway.

Mr. Eaton noted that more data on the Monroe Street Greenway would be available in early 2018. He provided a brief report on road projects Clackamas County was looking at doing east of Linwood Avenue. Mayor Gamba, Council President Batey, and Mr. Eaton remarked on traffic safety options the County has considered for intersections outside City Limits. Ms. Ober and Mr. Eaton noted that Council would have additional traffic data to use in prioritizing safety projects before the biennial budget would be adopted in June 2018. It was the group consensus that the Linwood Avenue and Monroe Street intersection should be a priority project.

The group noted that the City controls all four sides of the Linwood Avenue and Harmony Road intersection, although the County maintains some roadway around it. They discussed the process of asking the Oregon Department of Transportation (ODOT) to conduct a speed study to reduce a posted speed limit. It was noted that ODOT sets speed limits on all roadways regardless of which agency maintains the road. The group considered actions the City could take to slow traffic down on certain streets.

The group briefly commented on the status of the planted buffer zone on 17th Avenue.

10044

Ms. Ober and Mr. Eaton summarized that staff would bring more traffic and greenway data for Council to consider in early 2018. Mayor Gamba suggested that City staff coordinate with County staff on traffic safety projects that impact Monroe Street. The group remarked on the impacts of the Monroe Street Greenway project on streets that run parallel with Monroe Street.

It was noted that Mayor Gamba left the meeting at 7:34 p.m. and returned to the meeting at 7:35 p.m.

The group discussed traffic patterns and congestion east of Hwy 224 and expressed interest in seeing the results of several ongoing regional traffic studies and models.

Mayor Gamba adjourned the Study Session at 7:38 p.m.

Respectfully submitted,

Amy Aschenbrenner, Administrative Specialist II

Scott Stauffer, City Recorder

SS 1.

Date: 8/31/2017 for 9/12/2017

To: Mayor and City Council
Through: Ann Ober, City Manager

Reviewed: Haley Fish, Finance Director

From: Kelli Tucker, Accounting & Contracts Specialist

Subject: Public Contracting Rules Project Report

ACTION REQUESTED

To outline the proposed process to update the City of Milwaukie's (City) procurement rules and receive input on desired considerations.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

In 1977, City Council, acting as the Local Contract Review Board, established the City's Public Contracting Rules (PCR) under Ordinance 1367. The PCR apply to public officials for all purchases and contracts made on behalf of the City. These rules apply to all instances of procurement (i.e., competitive bids, quotes, direct appointments). PCR are based on the State of Oregon's Revised Statutes (ORS) Chapter 279. Our rules can be stricter than ORS but may not be less strict.

Between 1987 and 2005, City Council adopted revised PCR four (4) separate times to incorporate necessary changes made by the State Legislative Assembly over the years.

Between 2011 and 2017, four amendments and supporting findings were added to the City's current rules, including an alternative process for amendments to personal service contracts and adopting an exemption for development agreements for City-owned real property.

As new laws are incorporated or laws are modified, it is necessary for the City to be aware of those changes and consider updates to its own procurement rules. Integrating changes ensures the City is providing the most open and impartial public procurement process when soliciting for goods or services. It has been 12 years since the last revision to the PCR and many laws have changed, placing the City in challenging procurement situations and not always providing staff a clear process to follow.

ANALYSIS

Some items staff is considering for the PCR revision are:

- Prioritization of minority-owned, women-owned, emerging small businesses, veterans, and local businesses in solicitations.
 - People Theme 1 Action 1: "Develop City procurement practices that prioritize regional vendors and products and businesses owned by women, veterans, people of color, those with disabilities, and the LGBTQ community."
- Reconcile our rules to ORS and eliminate discrepancies.
 - IE. Increase small procurement from \$5,000 to \$10,000.
- Add clear process for qualification-based selection.

- Add federal requirements and processes.
 - The Office of Management and Budget's (OMB) Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (commonly called "Uniform Guidance") was officially implemented in December 2014 by the Council on Financial Assistance Reform (COFAR). The Uniform Guidance – a "government-wide framework for grants management" – synthesizes and supersedes guidance from earlier OMB circulars.* This included a requirement to have federal purchasing requirements in the entities purchasing policy; this portion of the uniform guidance is required for periods after 12/25/17.
- Incorporate previous amendments into PCR.

Staff welcomes City Council's input and direction for specific items to incorporate into our procurement rules.

WORKLOAD IMPACTS

Accounting & Contracts Specialist and Finance Director will absorb most of the workload impact for the revisions. Impact from management and staff will be limited.

End results of the revisions will streamline processes for staff and provide more efficient tools and resources for procurement.

COORDINATION, CONCURRENCE, OR DISSENT

See attached proposed process outline

STAFF RECOMMENDATION

Proceed with process as proposed to revise PCR.

ALTERNATIVES

- 1. Retain current PCR and only adopt amendment for federal requirement.
- 2.Opt out of PCR and instead follow state model rules.

ATTACHMENTS

1. Project Overview and Timelines

ITEMS TO REVIEW/CONSIDER

Category	Description						
1) Rules	Remove hardcopy retention requirement						
	Increase small procurement from \$5,000 to \$10,000						
	Update ORS 279s with current edition						
	Remove conflicting language for cancelled RFPs						
	Definitions page						
	Include Minority-owned, Women-owned and Emerging Small Businesses, Veterans, and Local Businesses in solicitations						
	Qualifications-Based Selection process						
	Federal Requirements - rules, processes, forms, resources						
2) Process	Extend contract approval to managers						
	Create checklist for contract cycle						
3) Forms & Templates	Add to ALL contract templates: o Non-exclusive language o Business Registration requirement Public Improvement Contract: o Liquidated timelines - allow time for inspections o Separate dates for completion of services and contract expiration						
	Create new contract templates: Surveying Services, Public Works Contract, Event Entertaintment						
4) Risk	Appropriate insurance levels for contracts: o Risk evaluation o Tort limits o Checklist or other method of review o Standard vs Non-standard limits						

TARGET TIMELINES

Task	Due Date
Kick-off Meeting with Directors	8/9/2017
Meeting with Directors and Managers	8/22/2017
Discussions with Finance and Management/Staff (schedule individual meetings with key stakeholders)	Ongoing
Kick-off Meeting with Council (study session)	9/12/2017
Conclusion of individual meetings with Management/Staff	10/2/2017
Send proposed changes to Management/Staff	10/11/2017
Proposed changes due from Management/Staff	10/23/2017
Send proposed changes to City Attorney	10/25/2017
Proposed changes due from City Attorney	11/8/2017
Final draft ready for council packet	11/9/2017
Council review of proposed changes (work session)	11/21/2017
Council review of proposed changed from 11/21 session (if any)	12/5/2017 (tentative)
Council adoption of changes (regular session)	12/19/2017

Want to discuss a specific topic, review items together, or have questions? Kelli Tucker - 503.786.7523.



How does the system work?

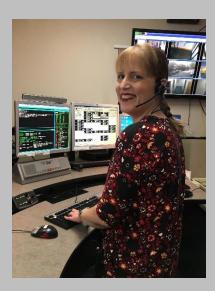


Call for Service



Officer responds and evaluates situations

If police report warranted, they request a Case Number for the RMS and write the report



Dispatcher creates call and assigns a CAD incident number



Report stored in RMS

How we query Data depends on what we are looking for

Calls for Service:

Query CAD

Gives us incident numbers and any associated case numbers

Actual Cases (reports written):

Query RMS - Currently REGJIN

For example – to know how many traffic crashes we responded to we would check CAD because not every accident requires a report (case number).

To check burglaries, we would check RMS because we would take a case number on every burglary.

EXAMPLE OF CAD REPORT

Incident		OFF PRIN								-	waukie Police NP CMD PGUP PGDN CLEAR
	01	V OII FRA	41	ZOOW	SAVE	KESTOKE IV	LXI	LAST	IVIAIL	IVIAILIX III	VF CIVID FOOF FODIN CELAR
		Incident		Entru/	Close	Pri/Tune	Dsn	o Gro	Bea	t/BLK	Location »
	ΙH										
	ΙH	#MP13931	**	06:35/	06:46	3/ALA	T2	MP1	1	75 0 0 2 5	4287 SE INTERNATIONAL»
	ΙH	#MP13932	**	06:42/	06:55	3/HAZ	W3	MP1	2	750040	4407 SE FIELDCREST ST»
											3716 SE INTERNATIONAL»
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IH #MP13955	ΙH	#MP13953	**	11:41/	11:54	3/TRP	W3	MP1	2		4199 SE KING RD ,MIL »
IH #MP13956	ΙH	#MP13954	**	12:01/	12:02	3/AWSU	W1	MP 1	2	/50035	2863 SE BOYD ST ,MIL »
IH #MP13957	ΙH	#MP13955	**	12:29/	13:38	4/F0L		MP 1	2	/50085	SE 40TH AUE/SE HARUEY»
IH #MP13958 « 13:27/13:59 3/PPY W1 MP1 1 /50025 11050 SE OAK ST ,MIL » IH #MP13959 « 13:38/13:52 3/RSX R1 MP1 2 /50085 3200 SE HARRISON ST ,» IH #MP13960 « 14:39/15:15 2/STV W3 MP1 1 /50100 2323 SE HARRISON ST #» IH #MP13961 « 15:25/15:55 3/ASP W3 MP1 2 /50085 3530 SE ROCKWOOD ST ,» The Search Parameters for this Summary are: IH S/080917 /0600 E/080917 /1600 J/MP «	ΙH		**	12:34/	12:53	3/ANM	S1	MP 1	1	/50025	
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Incident History Summary Requested on:08/10/17 13:20											

This CAD query was on 08-09-17 from 6am-4pm (day shift). Shows that we handled 32 incidents. Of those, 6 required case numbers for RMS (DSPO R1).

*A new CAD System and a new RMS are both coming on line in 2018. Starting Jan 1st, 2018 the CAD incident number will also be the Case Number. One number for both systems and the RMS will automatically draw info from the CAD.

When do we take a report on Traffic Accidents

- 1. When there is a death, or injury to any person involved in the collision.
- 2. When an officer issues a citation for a violation of the vehicle code.
- 3. On any hit and run accident.
- 4. When the collision meets the criteria listed in ORS requiring a driver to submit a state accident report to DMV -
 - Damage to either vehicle in excess of \$1,500
 - Damage to any property in excess of \$1,500
 - Injury or death involved
 - The vehicle is required to be towed from scene (non-drivable)

^{*}Minor accidents do not require a case number but are trackable through the CAD numbers.

How many accidents did we have last year? (July 2016 to Aug 2017)

Non-Injury Accidents – 133

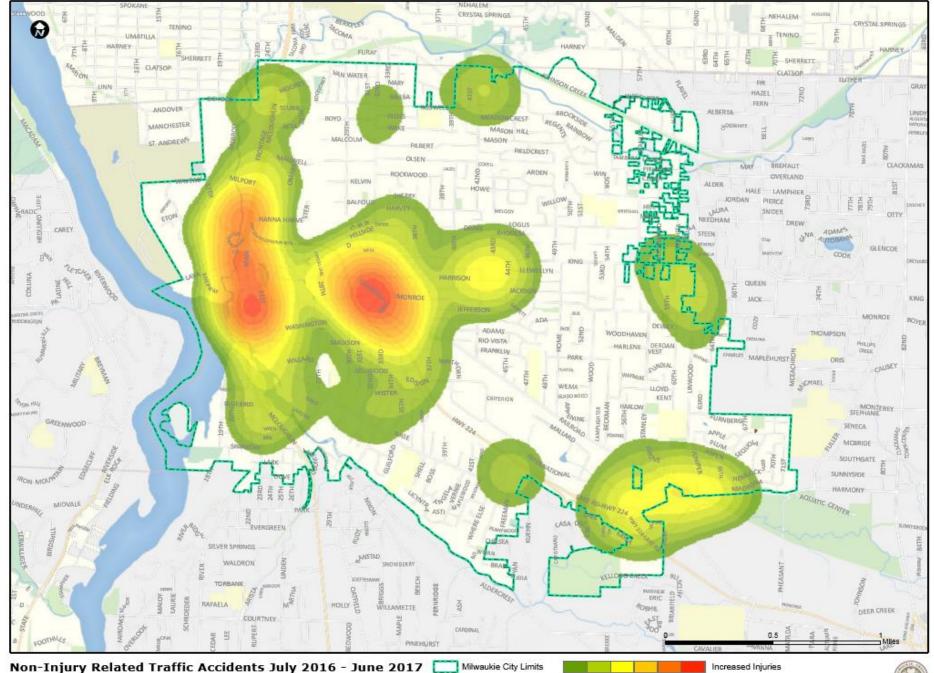
- 106 of those required a case number for RMS (police report written)
- 27 of those did not meet requirements and we assisted in information exchange
- So over all 75% of the non-injury accidents required police reports

Injury Accidents – 40

 All of these reports required a case number for RMS and a police report was written

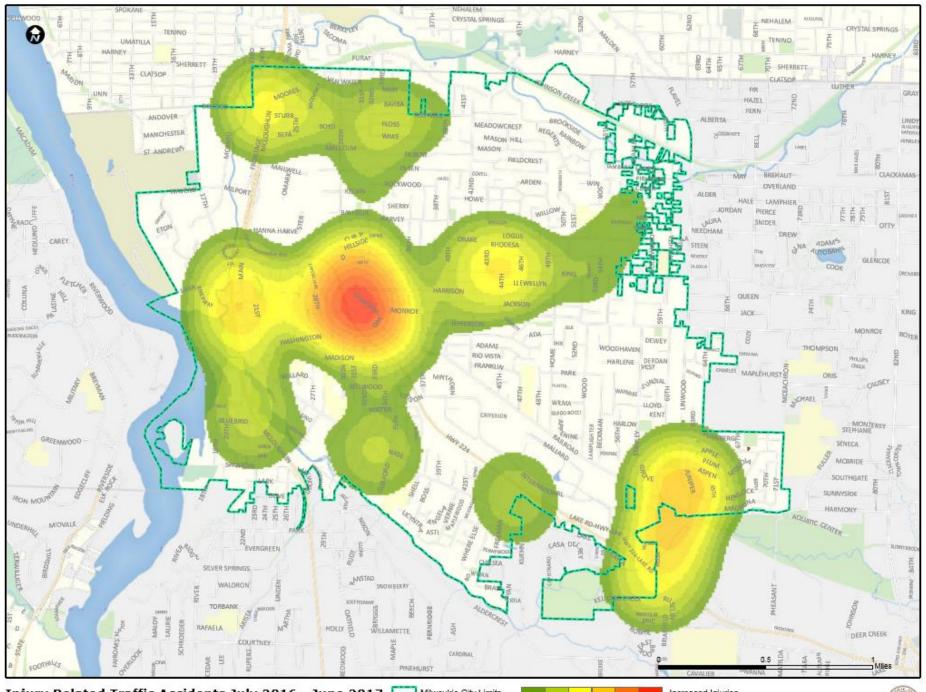
	FY13	FY14	FY15	FY16 (est.)	FY17 (est.)	FY18 (est.)
Injury Traffic Crashes	50	45	47	52	52	55
Non-Injury Traffic Crashes	107	120	103	111	117	123
Total Traffic Accidents	157	165	150	163	172	181

^{*}Table taken from Police Combined Performance Measures in 17-18 biennium budge documents for comparison to prior years.

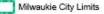


The information depicted on this map is for general reference only. The City of Milwaukie cannot accept any responsibility for errors, omissions or positional accuracy. There are no warranties, expressed or implied, including the warranty of merchantability or fitness for a particular purpose, accompanying this product. However, notification of errors would be appreciated. Data Sources: City of Milwaukie GIS, Metro Data Resource Center.





Injury Related Traffic Accidents July 2016 - June 2017 [Milwaukie City Limits



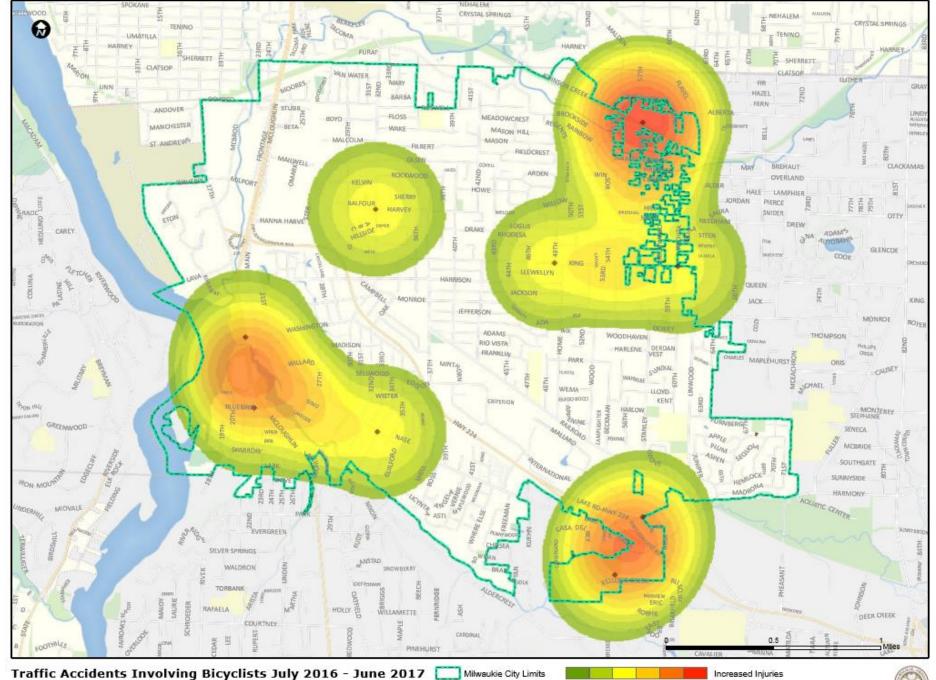
Increased Injuries

Auto / Bike Accidents July 2016 to Aug 2017

Auto / Bike accidents – 12

- Each of these cases required a case number for RMS
- Citations were issued in three of the 12 cases two to drivers and one to a cyclist
- In cases where citations were not issued, the driver was more likely at fault in two cases, and the cyclist more likely at fault in three cases. In the remaining four cases, there was behavior by both that contributed to the accident.

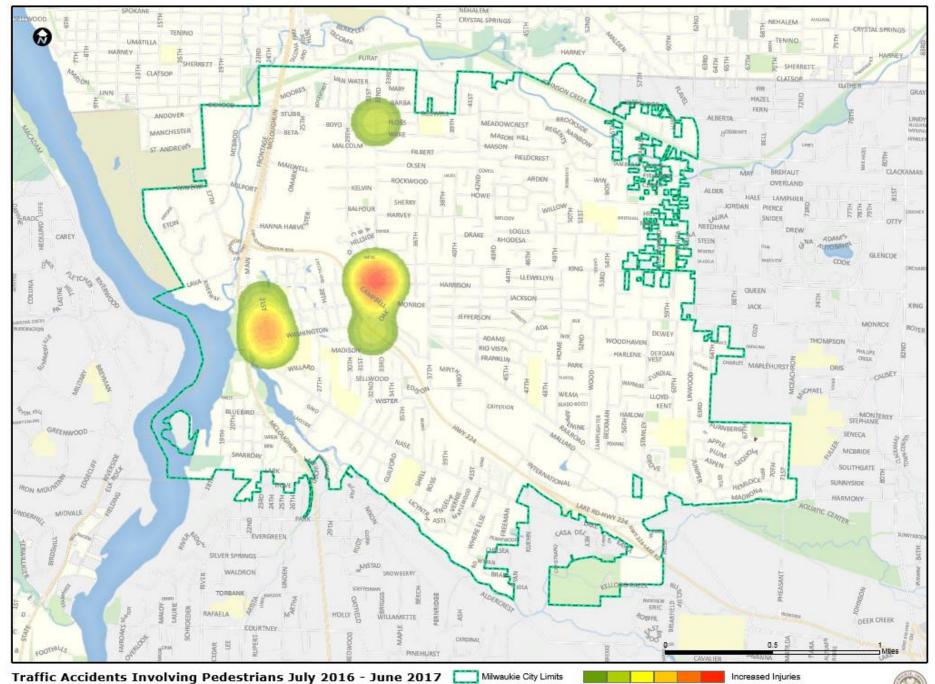
^{*}Decisions to issue a citation are on a case by case evaluation and are fact dependent. "more likely at fault" means that there wasn't enough independent evidence or statements to defend the citation in court, or there were extenuating circumstances that lead the officer to feel the citation wasn't warranted.





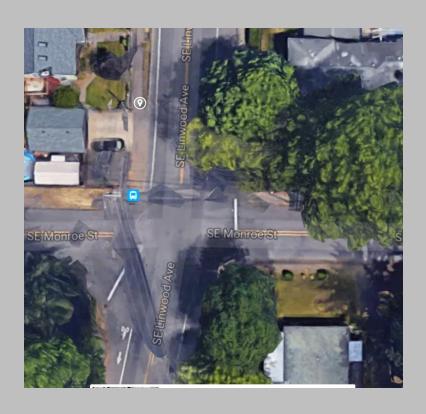
Auto / Ped (July 2016 to Aug 2017)

- 5 cases coded as Auto / Ped
- Case numbers taken in every incident
- Citations issued to drivers in all but 2 of those cases
 - 1. Pedestrian came in the day after with no suspect info Not injured, just info
 - 2. Intoxicated person laying on ground behind parked vehicle and driver didn't know they were there



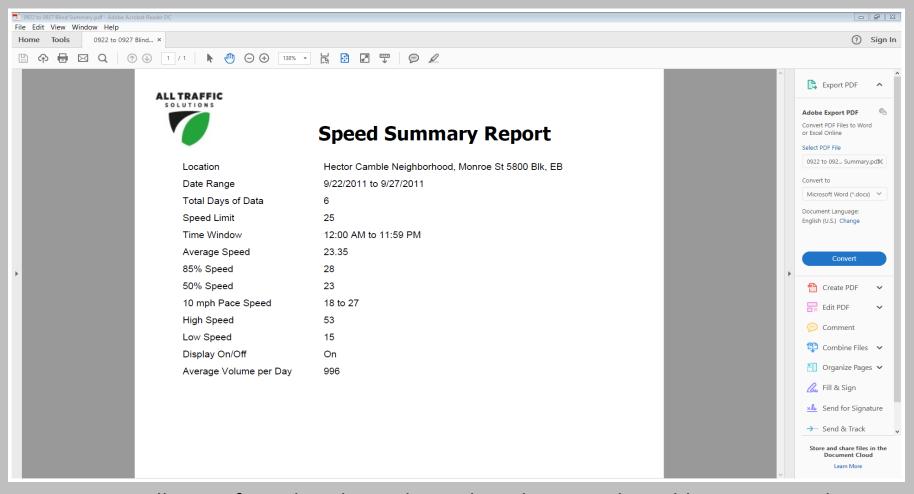


Linwood and Monroe



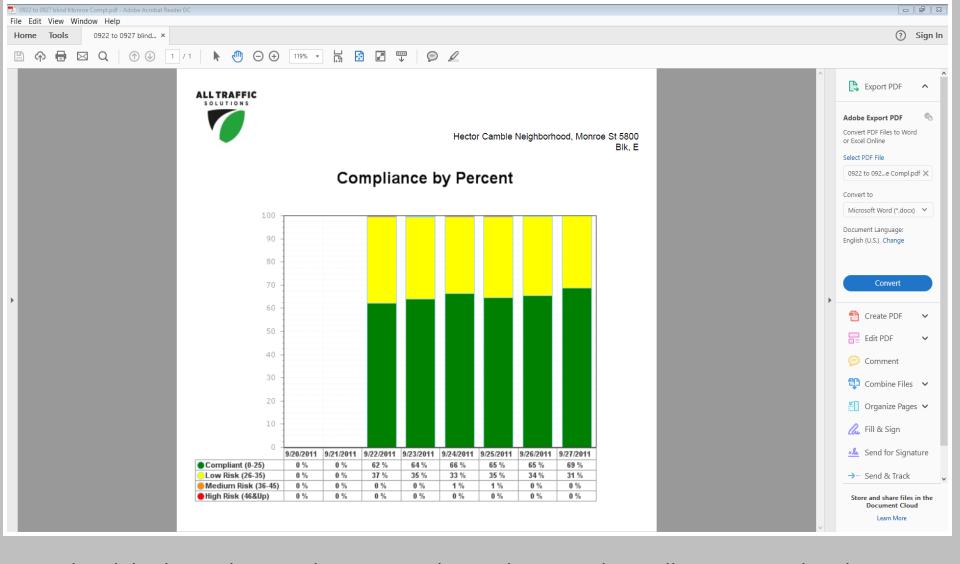
- 11 accidents between July 2016 and Aug 2017.
- All but one crash caused by vehicle traveling on Monroe, crossing or entering Linwood.
- Seven of those vehicles were traveling eastbound.
- Five of the victim vehicles were traveling south on Linwood, six were headed north.
- Six of the crashes occurred weekday.
 afternoons between 3:15pm and 6pm.
- Two at fault drivers (one EB and one WB on Monroe) indicated it was hard to see traffic on Linwood.
- Two at fault drivers ran stop signs (one EB and one WB Monroe).
- Two were hit and run accidents.

What other data do we use?



Data collection from digital speed signs have been used to address perceived speeding issues. For example, in 2011 we collected data on Monroe after receiving complaints of speeding vehicles. The data however shows the average speed over a week's period was 23.5 mph even with an average of 996 cars per day, and even with an outlier at 53mph.

^{*}Data shown is from 2011



This slide shows the compliance rates during the same data collection period. What is significant is that only 1% of the traffic on only 2 days were in the medium risk range (11-20 mph over speed limit). For perspective, the photo radar van issues tickets for anything 11mph over the speed limit.

TRAFFIC ANALYSIS REPORT

For Project: Monroe Street WO Stanley

Eastbound

Location/Name: Direction

Report Generated: 7/10/2017 15:27 Speed Intervals 1mph Time Intervals 0 minutes

7/6/2017 4:00:53 PM through 7/10/2017 11:12:32

Traffic Report From AM

85th Percentile

Speed

33 mph

85th Percentile Vehicles

3,626 counts

48.0 mph on 7/8/2017 7:20:42

E Day

7 Day

25 mph

33 mph

LG

28.7 mph

Max Speed

Total Vehicles 4.266 count

AADT:

1.123

Volumes - weekly vehicle

counts

	Tille	3 Day	/ Da
Average Daily		718	853
	10:00 to		
AM peak	11:00	25	37
	4:00 to		
PM peak	5:00	54	60

Speed

Speed limit: 85th Percentile

Speed: Average Speed:

Count over limit % over limit

This data was taken in July of this year using newer technology that PD purchased for Engineering with the agreement that they would manage the equipment. This equipment is specifically designed for gathering data and does not have a digital display like the speed signs. As you can see, although the 85th Percentile speed has climbed from 28 mph to 33mph, the average speed is consistent with the 2011 reading.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
221	N/A	N/A	505	1,025	839	835
81.3	N/A	N/A	81.5	81.1	80.0	78.7
30.0	N/A	N/A	29.9	30.1	30.2	29.8

Avg speeder Class counts

= truck 1

	Numbe	er %
VEH_SM	38	0.9
VEH_MED	4,203	98.5
VEH_LG [VEH_SM = motorcycle)	25 cle. VEH	0.6 MED = sedan, VEH

How do we use our resources?

37.5 Officers Total

- 3 Command Staff
- 7 sergeants (6 patrol / 1 detective)
- 4 Detectives (2 general assignment/1 Narcotics (*Program*) / 1 Forensics)
- 1 School Resource Officer (*Program*)
- 2 Officers and 1 Sergeant at TriMet (Salaries paid by TriMet)
- 2 Traffic Officers (*Program*) *Currently 1 unfilled* 1 photo radar operator (*Program*) – *Currently unfilled*

Leaves 16 Officers for patrol (With 6 Sergeants added – 22)

*Accounts for minimum staffing of 1 sergeant and 2 officers per shift

*Patrol is the backbone of the Police Department. When significant shortages occur, those positions listed as Programs are folded back in to patrol so that there are sufficient officers to respond to calls for service.

^{*}Vacancies include two recent retirements and one officer in training (3)

^{*}As a reminder, we have 4 more sworn officers eligible for retirement today, but have two officers in background.