

COLUMBIA POLICE DEPARTMENT

SERVING THE GREATER COLUMBIA SINCE 1856





CITY GROWTH

INCREASE IN POPULATION

2010 (US Census)	2012 (US Census Estimate)
129,272	131,686

Estimated Daytime or Service Population: 205,764
*Based on the Census Bureau's American Community Survey (ACS) – 2005-2010 Estimates

INCREASE IN SIZE

2010 (US Census)	2014 (CoC Development Services)
132.21 square miles	137.25 square miles

IMPACT OF CITY GROWTH

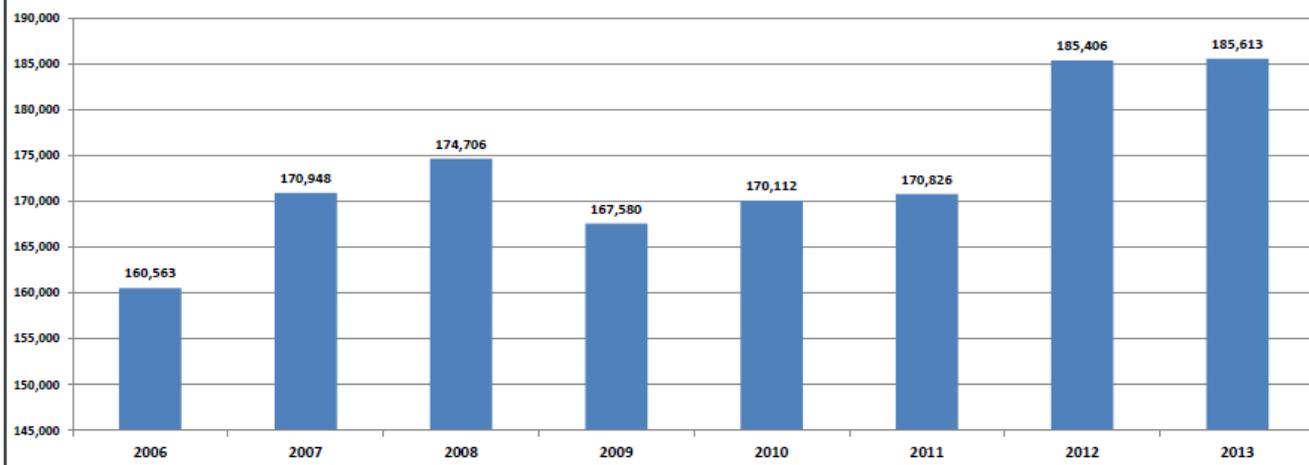
For the years of 2011, 2012, and 2013 there were **50 annexed locations** that generated a cumulative total of **2,924 calls-for-service** for which no additional positions were funded.



COLUMBIA POLICE DEPARTMENT

Calls-for-Service in the City of Columbia: 2006 - 2013

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	<u>JAN - DEC</u> <u>TOTAL</u>
2006	12,889	11,666	13,212	13,082	13,592	12,880	15,313	13,888	13,922	13,689	12,689	13,741	160,563
2007	13,512	12,340	15,121	14,469	15,305	14,509	15,032	14,925	13,755	14,535	13,584	13,861	170,948
2008	13,403	13,365	14,566	14,596	15,297	14,355	15,595	15,540	15,194	15,565	13,327	13,903	174,706
2009	13,960	13,295	14,198	13,774	14,222	13,771	14,290	14,470	14,015	14,726	13,277	13,582	167,580
2010	13,053	11,511	14,558	14,156	14,555	14,373	15,134	15,332	15,087	14,888	13,724	13,741	170,112
2011	12,247	12,110	13,470	14,015	14,395	13,631	14,062	15,177	16,239	15,421	15,055	15,004	170,826
2012	15,035	13,770	14,938	14,505	15,914	15,407	15,379	16,133	16,331	17,662	15,024	15,308	185,406
2013	15,827	13,897	15,465	15,396	16,699	15,716	15,925	16,128	15,469	16,512	14,560	14,019	185,613
Change (2013-2012)	792	127	527	891	785	309	546	(5)	(862)	(1,150)	(464)	(1,289)	207
Percent	5.3%	0.9%	3.5%	6.1%	4.9%	2.0%	3.6%	-0.03%	-5.3%	-6.5%	-3.1%	-8.4%	0.1%





DEPARTMENT GROWTH

AUTHORIZED SWORN STRENGTH		
2010	2011	2012
385	388	406

CURRENT SWORN STRENGTH (FY 2013/14)			
Authorized Sworn Positions	Sworn Positions Filled (including officers currently in training)*	VACANCIES	Positions Filled but Unavailable (light duty, military leave, training programs)
406	375	31	37

*as of 4/21/2014



CURRENT SWORN RESOURCES

SWORN VACANCIES*				
Position Type	Job Title	Pay Grade	# of Vacancies per Job Title	Position Type Subtotal
PROMOTABLE POSITIONS	Deputy Chief	37P	1	8
	Captain	27P	3	
	Crime Scene Sergeant	19P	1	
	Sergeant	19P	2	
	Investigator	15P	1	
NEW HIRE POSITIONS	Police Officer/MPO	13P	15	23
	Class 3 Police Officer	11P	7	
	Business License			
	Zoning Inspector/ Class 3 Police Officer	16R	1	
Total Vacancies				31

Positions Filled But Unavailable	#	Comments
Field Training Officer (FTO) Program:	4	Upon completion of the FTO Program, officers will be assigned to regular duty status.
SC Criminal Justice Academy (SCCJA):	14	Officers are scheduled to graduate May 30. They are in various stages of their FTO program. They will complete any remaining FTO requirements following graduation.
Basic Candidate School (BCS):	6	Officer candidates will complete BCS on May 30th and will attend SCCJA beginning on June 1st, with scheduled to graduate date of August 29, 2014. Remaining FTO requirements will be completed following SCCJA.
Light Duty & Military Leave	13	Light duty personnel may be available to work in some capacity.

*as of 4/21/2014



STAFFING STRATEGIES

Recruiting

- Create aggressive Recruiting Teams to seek out the best and brightest applicants with a special focus on recruiting minorities and females.

Hiring

- Implement a 1 to 1 “Ratio Staffing” philosophy : For every officer assigned to a patrol squad, one officer will be assigned to a hospitality area.

Training

- Expand the department’s 12 week Basic Candidate School to include strategies specific to the City’s Hospitality Districts, Commerce areas, surveillance monitoring techniques, and provide specialized training such as: T-3, Segway and Bicycle certifications.

Retention

- Department Transformation/Stability
- Pay Equity
- Home Loan Program for new officers to encourage living in the city
- Vehicle Incentives (Phase 1 - assign take home vehicles to officers that currently reside within the City Limits)
- Institute Professional Development incentives



HOSPITALITY AREA

PUBLIC SAFETY INITIATIVES

- Directed Patrol (Overtime Staffing) (Mental health/quality of life issues for officers)
- Adjusting Work Schedules to provide staffing
- Coordinate/Schedule CFD & Licensing Inspections
- Increase Undercover Operations
- Parking patrol cars in high visibility locations
- Evaluate ROI for Extended Operating Hours Permits
- Nuisance Ordinances



HOSPITALITY AREA

PUBLIC SAFETY INITIATIVE (DOJ Best Practices)

- No multiple drinks to a single customer
- Offer reduced alcohol or non-alcoholic beverages
- Under age drinking enforcement
- Train bar staff to handle patrons –non violent
- Stagger bar closing times
- Control parking lots & cuts
- Communicate incidents immediately
- Banning troublemakers



HOSPITALITY UNIT

- STAFFING/SALARY REQUESTS*

Five Points Devine Street Corridor		Vista/Main Street Commerce District	
Currently Assigned	5	Currently Assigned	4
Additional Officers	12	Additional Officers	8
Salary	\$387,371.16	Salary	\$258,247.44
Retirement	\$51,171.73	Retirement	\$34,114.49
AD&D	\$135.58	AD&D	\$90.39
FICA	\$29,633.89	FICA	\$19,755.93
Health Ins	\$108,000.00	Health Ins	\$72,000.00
W/C	\$18,167.71	W/C	\$12,111.80
Unemp	\$1,488.00	Unemp	\$992.00
Dental	\$2,400.00	Dental	\$1,600.00
GASB45	\$13,557.99	GASB45	\$9,038.66
Equipment	\$121,802.16	Equipment	\$81,201.44
Five Points Sub-Total	\$733,728.22	Vista/Main Street Sub-Total	\$489,152.15

*Requests are based on calls for services and crime density.



HOSPITALITY UNIT

- VEHICLE COSTS

Vehicle Description	# of Existing Units	Base Cost (per unit)	Related Gear & Equipment (per unit)	Equipped Vehicle Cost (per unit)
Police Bicycle	20		\$1,575.00	
T-3 Patroller	8	\$10,300.00	\$0.00	\$10,300.00
Police Segway	2	\$8,110.00	\$0.00	\$8,110.00
Police Motorcycle	2	\$21,588.00	\$15,259.00	\$36,847.00

Mounted Patrol - Estimated cost to refurbish existing equipment to reinstate unit with donated horses \$140,000.00 with an annual maintenance fee of \$45,000.00