

RESOLUTION 2018-06

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE CITY OF TARPON SPRINGS, FLORIDA, AUTHORIZING CHANGES IN THE POLICE DEPARTMENT ORGANIZATION; AND PROVIDING FOR AN EFFECTIVE DATE HEREOF.

WHEREAS, the Legislature passed and the Governor of the State of Florida signed into law the Marjory Stoneman Douglas High School Public Safety Act on March 9, 2018; and,

WHEREAS, the Act requires all public schools in the State of Florida to be staffed for security purposes; and,

WHEREAS, the provision of Public Safety is essential to safety, health and wellbeing of our community; and,

WHEREAS, the City of Tarpon Springs desires to provide the most effective and efficient services to the public; and,

WHEREAS, conditions, trends, and needs change within the Organization and review and assessment of staffing resources is important to ensure continued success; and,

WHEREAS, such staffing review and assessment takes into account the most effective organization for operational efficiency; and,

WHEREAS, the City Manager recommends that certain changes be made to the Police Department's organizational structure in order to maintain the current high level of service; and,

WHEREAS, it is requested that the Board of Commissioners approve the changes as recommended.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CITY OF TARPON SPRINGS, FLORIDA, THAT:

Section 1. Pursuant to the requirements of Section 16 (d) of the Charter of the City of Tarpon Springs, the City Manager does hereby recommend and the Board of Commissioners does hereby approve certain changes as detailed in the memorandum attached hereto and incorporated herein by reference.

Section 2. This resolution shall be effective upon adoption.



TARPON SPRINGS POLICE DEPARTMENT MEMORANDUM



Robert P. Kochen
CHIEF OF POLICE

"Building a Better Future Through Excellence in Policing"

To: Honorable Mayor and Board of Commissioners

From: Chief Robert P. Kochen

Date: April 9, 2018

Ref: Florida Senate Bill #7026 – Marjory Stoneman Douglas H.S. Public Safety Act
Upgrading an Officer Position to a Corporal's Position

Copies: City Manager, Jane Kniffen H.R. Director, City Attorney, City Clerk, File

On March 9, 2018 Governor Rick Scott signed into law the Marjory Stoneman Douglas High School Public Safety Act, which requires all public schools in the State of Florida (including charter schools) to be staffed for security purposes with the following:

- A Deputy or City Police Officer (School Resource Officer) (or)
- A Campus Police Officer (or)
- A School Guardian (armed school personnel)

At this time the Pinellas County School District and the Sheriff do not support the School Guardian Program concept as the first line of security for schools as of the writing of this memorandum. (The law requires the School Board of each County and the Sheriff of each County to agree on a school guardian program)

At this point, in order to comply with the Marjory Stoneman Douglas High School Public Safety Act the Tarpon Springs Police Department would need to staff two elementary schools. Currently we have one School Resource Officer (S.R.O.) assigned to all three of our elementary schools that we fully fund. Therefore, it's imperative that the City Commission increase the authorized strength of the Tarpon Springs Police Department as follows:

- **From 51 sworn officers to 53 sworn (adding 2 officers) upon adoption of the resolution before you.**

This will allow us to immediately hire and train two officers for the patrol division while selecting two current T.S.P.D. officers to staff our School Resource Officer program under the below model. By the beginning of the next school year (or on or about July 1, 2018) our new S.R.O. model will be staffed as follows:

- Tarpon Springs High School: 2 S.R.O.'s (Current Allocation)



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- Tarpon Springs Middle School: 1 S.R.O. (Current Allocation)
- Tarpon Springs Elementary School: 1 S.R.O. (Current Allocation)
- Tarpon Springs Fundamental School: 1 S.R.O. (**New S.R.O. Position**)
- Sunset Hills Elementary School 1 S.R.O. (**New S.R.O. Position**)

Note:

(There are no Charter Schools in our incorporated jurisdiction)

The Pinellas County Schools Superintendent told the City Manager and me that they intend (although please understand that we have not entered into contract negotiations yet) on using the current School Resource Officer funding model to cover the costs of the aforementioned Tarpon Springs Police S.R.O. program outline (**6 officers**) in the next school year.

I've estimated the initial costs (and they are conservative estimates) of what it will cost us to run the above model based on current School Board funding, and what it will cost the F.Y. 2018 Police Budget to start this new S.R.O. model on the attached spreadsheet.

Until we can fully implement our six full time S.R.O. Program model, we will continue covering the high school and middle school with full time S.R.O.'s. Additionally, we are covering all three of our elementary schools with one full time S.R.O. along with patrol conducting area checks and foot patrolling at all of our elementary schools for additional security.

As we move into the staffing of our new model S.R.O. program, there will be logistics and staffing that will be required to assist with the operations of this new program that we will need to address in the F.Y. 2019 fiscal year as follows:

- **Relief Factor:**
To comply with the new law in my opinion, all of our schools will have to have continual police coverage. This means that if an S.R.O. is in training, calls out sick, gets injured, or otherwise cannot be at the school, our patrol division will have to assign an officer to cover. This may mean staffing shortages on patrol with our current allocation of officers.
- **Supervision:**
As we ramp up this new S.R.O. program we will have to structure an appropriate chain of command (currently under review) for the new S.R.O. program.



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▪ **Equipment and Vehicles:**

S.R.O.'s require an assigned vehicle by the nature of their duties and we will have extra equipment and training costs associated with our new S.R.O. program.

Adding two officers to the department and creating a new six officer School Resource Officer program is a big first step towards providing safety for all of our schools under the new law. As we move forward we will be looking for Federal Grants and/or other possible funding sources (City, County, and State) to help fund the additional costs as outlined above. The Pinellas County Sheriff and the Pinellas County Police Chiefs are taking a strong position that added funds need to be provided to cover the rising costs of the S.R.O. programs under the new law.

Initial Funding/New S.R.O. Model: (see attached Spreadsheet)

It is our intent to fund the initial costs of the two new officers and equipment out of the F.Y. 2018 police budget; however, the City Manager and I will also be examining other possible avenues to assist in augmenting the costs this fiscal year if needed.

Upgrading an Officers Position to a Corporal's Position:

We are currently in a new three year agreement/contract with the Suncoast Police Benevolent Association (P.B.A.). In this agreement (Article #16) the patrol division is working 12-hour shifts.

With the 12-hour shift configuration, we are running 4 squads with supervision consisting of a Sergeant and Corporal. Currently, three squads are staffed with a Sergeant and Corporal, and one squad is operating with only a Sergeant. Therefore, to properly staff (from a supervisory and operational perspective) the one squad operating with a sergeant, we are requesting that the City Commission approve the following:

▪ **Upgrade one officer position to a Corporal's position.**

This would provide adequate supervision (Sergeant and Corporal) for all four patrol squads without affecting shift staffing.

Funding:

F.Y. 2018 Police Budget, as this only requires a 5% pay raise for the new Corporal, estimated to be approximately \$3,500.00 dollars annually.

**Tarpon Springs Police School Resource Program
Estimated Costs / F.Y. 2018 Budget Costs
Major Stoneman Douglas High School Public Safety Act**

Tarpon Springs Police S.R.O. Model Effective July 1, 2018	#SRO's	Costs of Tarpon Springs Police S.R.O. Program	Annual School Board Contractual Payment > July 1 thru June 30	Annual Cost of S.R.O. Program Funded by City of Tarpon Springs Under this Model	Monthly School Board Contract Payment July 1 thru June 30	Average Monthly S.R.O. Costs to the City
High School	1	\$ 90,225.02	\$ 57,994.84	\$ 32,230.18	\$ 4,832.90	\$ 2,685.85
High School/ <u>Partial Funding for 2nd S.R.O.</u>	1	\$ 90,225.02	\$ 27,698.61	\$ 62,526.41	\$ 2,308.22	\$ 5,210.53
Tarpon Springs Middel School	1	\$ 90,225.02	\$ 57,994.84	\$ 32,230.18	\$ 4,832.90	\$ 2,685.85
Tarpon Springs Fundamental	1	\$ 90,225.02	\$ 57,994.84	\$ 32,230.18	\$ 4,832.90	\$ 2,685.85
Tarpon Springs Elementary	1	\$ 90,225.02	\$ 57,994.84	\$ 32,230.18	\$ 4,832.90	\$ 2,685.85
Sunset Hills Elementary	1	\$ 90,225.02	\$ 57,994.84	\$ 32,230.18	\$ 4,832.90	\$ 2,685.85
Totals:		\$ 541,350.12	\$ 317,672.81	\$ 223,677.31	\$ 26,472.73	\$ 18,639.78

S.B. Funds 59% of program costs City funds 41% of SRO program

F.Y. 2018 Police Budget	
Non-Budgeted Costs for program startup by July 1, 2018	
(1) Hiring 2 Police Officers <u>May</u> thru <u>Sept</u> (Includes salary, benefits, O.T, and equipment) (Annual Cost per new officer with above is \$87,488.76)	\$ 72,907.30
(2) P.C.S. Funding 2 S.R.O. Positions <u>July</u> thru <u>Sept</u> (School Board Monthly Payment > 1 S.R.O. is \$4,832.90) (revenue is subtracted from the \$72,907.30 cost above)	\$ 28,997.42

Total Estimated Cost to PD F.Y. 2018 Budget	\$43,909.88
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Note:

All of the numbers above are estimated