# 2021 Alexandria Police Department Budget - Discussion Document

## *Introduction*

The Alexandria Police Department works with and for all departments to add value to citywide operations through these general initiatives:

Alexandria Police Department provides safety and connectivity to all of the citizens who live and use the amenities of our city. We do this while building positive partnerships with citizens, other departments and organizations and businesses. We strive to provide a “beyond expectation” level of service. Staying active and well trained while using technology has created an advantage to serve citizens with up to date knowledge and expedited results. Friendly, fair, consistent and approachable are some key words that describe the Alexandria Police Department staff’s attitude to help make our community safe. Connectivity and partnerships are the top key ideas to build community involvement and trust.

## *PBB Inventory & Costing Estimate*

|  |  |  |
| --- | --- | --- |
| Program | hrs/yr | % |
|  |  |  |
| Enforcement Action | 14,560 | 25% |
| Service Response | 14,560 | 25% |
| Community Engagement | 14,560 | 25% |
| Organizational & Staff Development | 5,824 | 10% |
| Employee Relation/Performance Review | 5,824 | 10% |
| Facility Maintenance | 2,912 | 5% |
| Total | 58,240 | 100% |

Based on 27 FTE, 1PTE

|  |  |
| --- | --- |
|  | The following includes some of the activities within each program element noted in the PBB estimate table above:  **Enforcement Action:** The Alexandria Police Department has specific laws that are set forth by the Federal, State and Municipal governing bodies and are obligated in most situations to purse prosecution when police officers believe these laws have been broken either in their presence or through a thorough investigation. Our goal is to hold offenders accountable and justice for the victims in these cases. These cases range from petty misdemeanor traffic citations to the worst felony arrests for serious injury or death of another person.  **Service Response:** To a large degree the service responsibility of the police is second to the enforcement action but to the contrary. The service piece is a much larger consumer of time for the Alexandria Police Department and largely goes unnoticed in the eye of the public and media. Service response encompasses mediation between parties, and trouble-shooting situations before they become hostile. Assisting persons off the floor and taking care of their physical ailments. We are many times asked to parent, be a psychologist, teacher and list goes on. This part of the work load comes in part with simply taking care of people in their time of need.  **Community Engagement:** Community Engagement is the process of working collaboratively with community groups such as school district, civic groups, health care and private businesses and community groups. The purpose is to address issues that impact the well-being of all of these groups to make a safer, healthier community. The importance of community engagement is to have a credible and transparent problem solving approach in order to sustain long term changes to each of these environments (community). Police agencies that proactively engage the community often find efficiencies in pushing forward with new project because they have secured the social capital with the community they serve. The partnerships that have been formed push the Alexandria Police to think outside of the box and challenge us to operate outside the social norms of policing thus finding new innovative solutions to community issues. Community Engagement often takes considerable resources and time but with widespread agreement the resources used comes with considerable reward and social capital.  **Organizational & Staff Development:** The Alexandria Police Department has to provide officers with a certain number of training hours within a license period. This is done with in-service training, leadership and specialized trainings. Included in this program are the leadership, mentoring and coaching opportunities for staff that we take advantage of when opportunities are presented.  **Employee Relations/Performance Review:** Managing employee performance deals with the police department ability to share a common vision/mission and set the organizational strategy and policy practices for performance expectations for its employees along with measuring and monitoring the results. The current tool used to measure performance is a solid tool and has shown to be very effective when used consistently for all employees. The expectations set forward along with vision/mission make is clear for these relationships to identify when employees have not clearly aligned or have deviated from them thus resulting in disciplinary actions.  **Facility Maintenance:** One of the most important factors of a successful organization is the existence of facilities maintenance. At the Alexandria Police Department this consists of 1 employee but is vital to the success of the Alexandria Police Department. The maintenance strategy keeps the quality and appearance of the building intact, and communicates to the employees and visitors that we respect our work environment and we are dedicated to our service. This allows the rest of the team to focus on their responsibilities and areas of programming and are unencumbered with the duties of maintenance.  In 2020 we had 2 employees take advantage of the early retirement incentive. One of the positions will affect our shift schedule for 2021 since we are not replacing that licensed peace officer position. We will monitor and balance the need for replacement throughout 2021 and what affect it has on our call response times, shift coverage at minimum standards and our call volume. Our full time maintenance position also took advantage of the early retirement incentive as well. This position has been reduced to part-time but we are doing to share an employee with Alexandria Fire Department. This person in 2021 will perform similar type duties at both the Fire Department and Police Department. We will monitor the need of a full time person over the course of 2021 and evaluate the needs of our department. This has also meant that we are working closer with the street department and maintenance shop. The street department will be doing the light maintenance on our vehicles such as oil changes, brakes, and any other trouble shooting issues that arise.  Police training in general is going to be a focal point by members of the public, government bodies and the Minnesota POST Board (licensing authority). We anticipate changes and additional requirements in police training in 2021but also for years to come.  Currently we have a fleet of 14 vehicles and 9 of those are older than 4 years, the oldest being a 2003. We will be looking at a long term strategy to address our ageing fleet and researching the pros and cons to a government lease vs a city owned fleet.  We have invested time, finical resources and long-term commitments to our staff and the public on how to best keep everyone as safe during the pandemic while still providing a high level of service. We have purchased laptops for officers to use at their desks, cars and the ability to work or join in meetings remotely. We have also invested and upgraded our camera system while also adding a connection point in our lobby with the ability to interact with the public from remote locations such as patrol vehicles. We have had many challenges performing our proactive police activities while still maintaining health and safety. |
|  |  |