

Public Safety Staffing Study

February 24, 2020



Raleigh

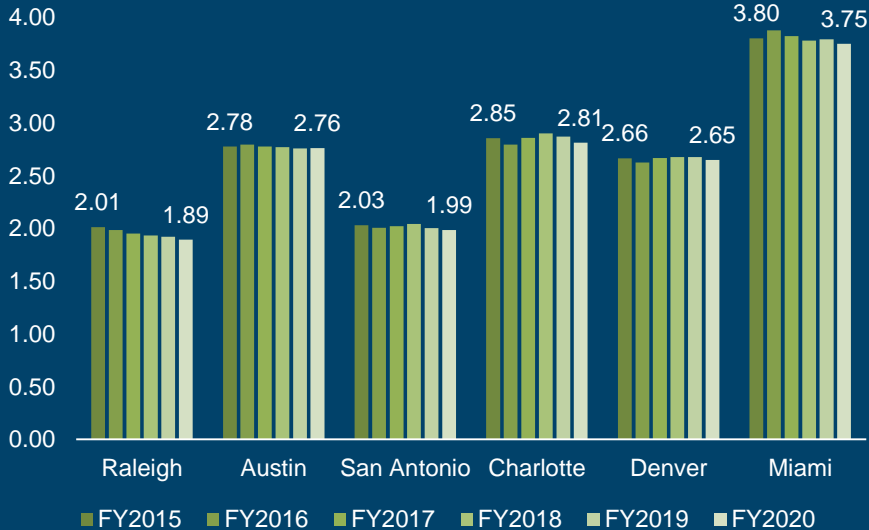




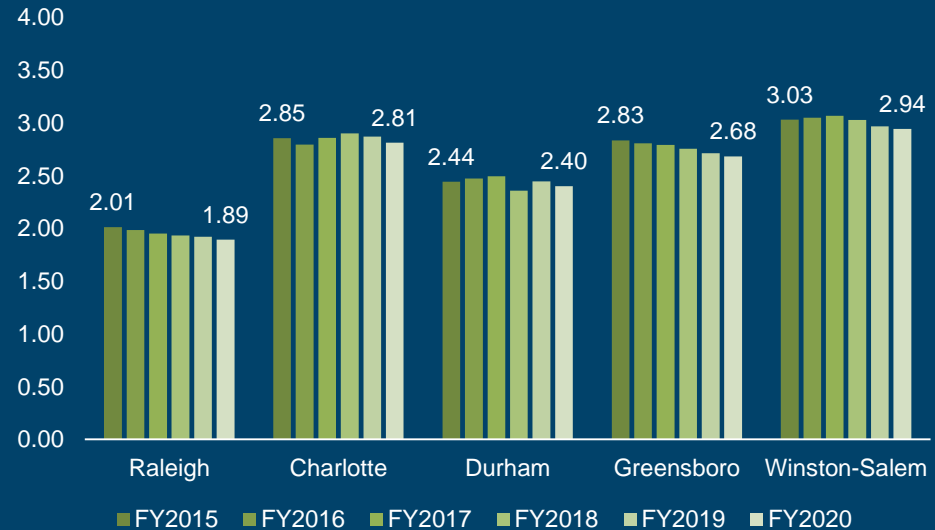
Public Safety Staffing Study

Catalyst for Study

Police Staffing Per 1,000 Population (US)



Police Staffing Per 1,000 Population (NC)

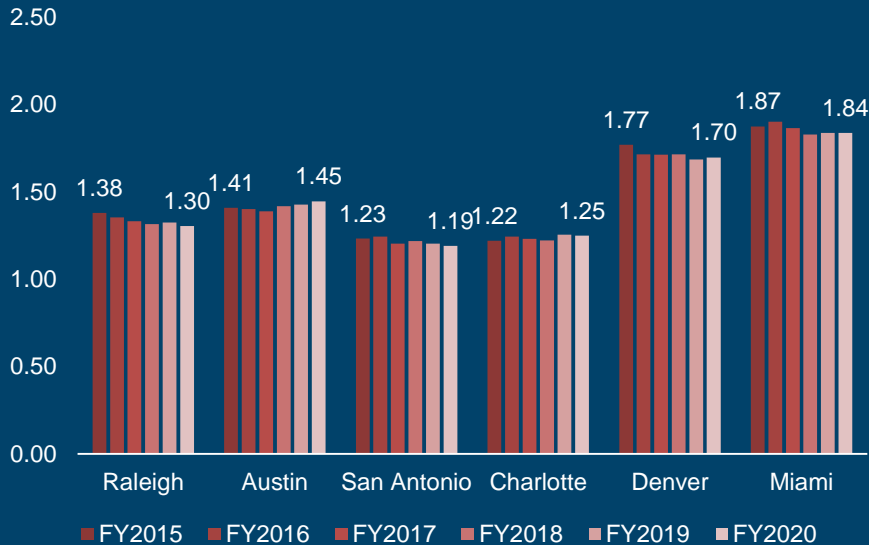




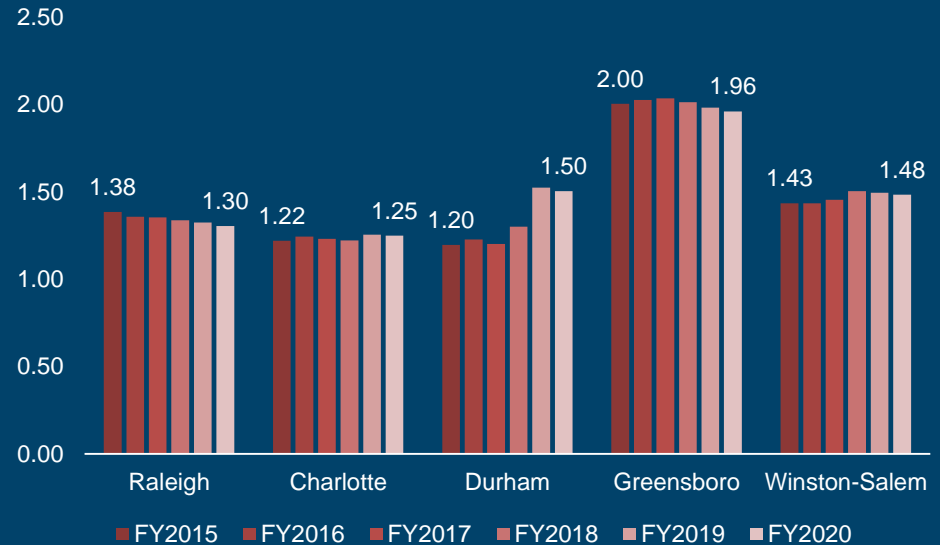
Public Safety Staffing Study

Catalyst for Study

Fire Staffing Per 1,000 Population (US)



Fire Staffing Per 1,000 Population (NC)





Public Safety Staffing Study

- Hired Matrix Consulting Group to review Raleigh Fire Department and Raleigh Police Department staffing levels
- Study involved
 - All functions of the departments
 - Multi-year projections
 - Workload analysis and benchmarking





Police Department Overview

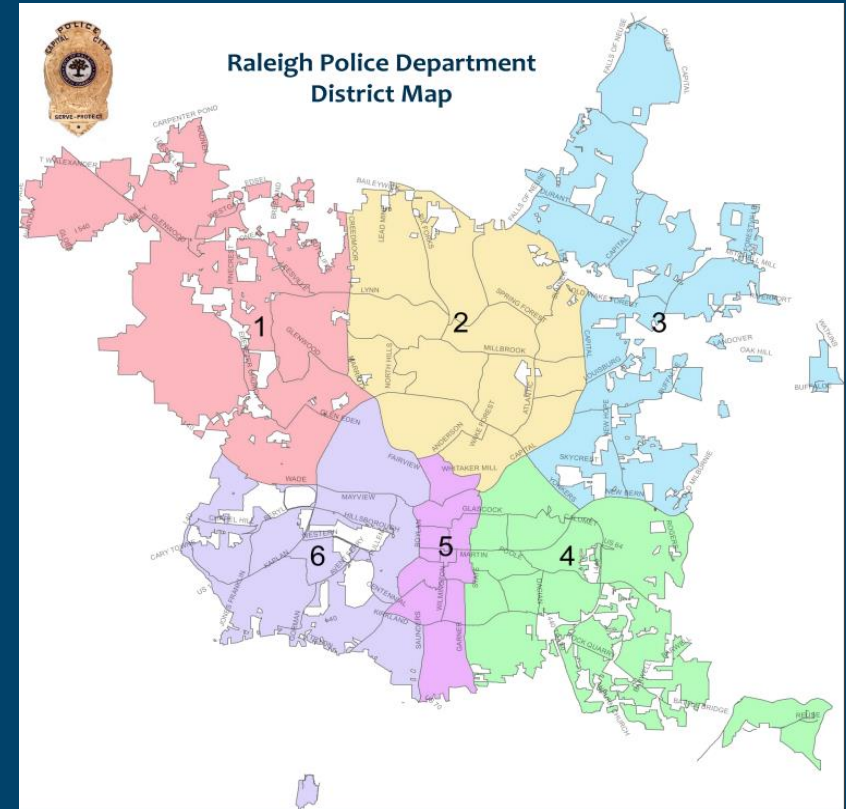




Raleigh

Police Department Overview

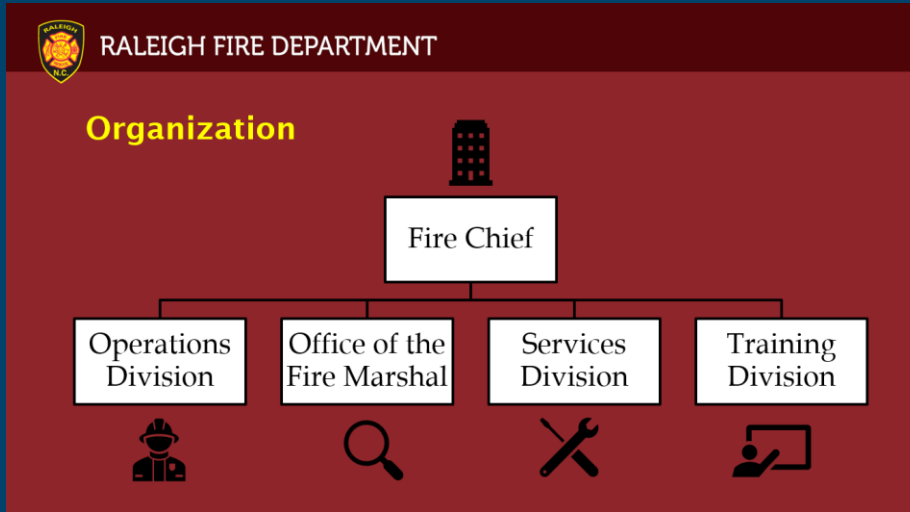
- 901 Total Authorized positions
 - 796 Sworn
 - 105 Civilian
- Six districts and 63 beats
- Over 174,800 calls for service and 117,600 self-initiated activities
- FY20 Budget \$109.7million





Fire Department Overview

- 577 sworn Fire personnel
 - Incident Response
 - Prevention
 - Support
 - Training

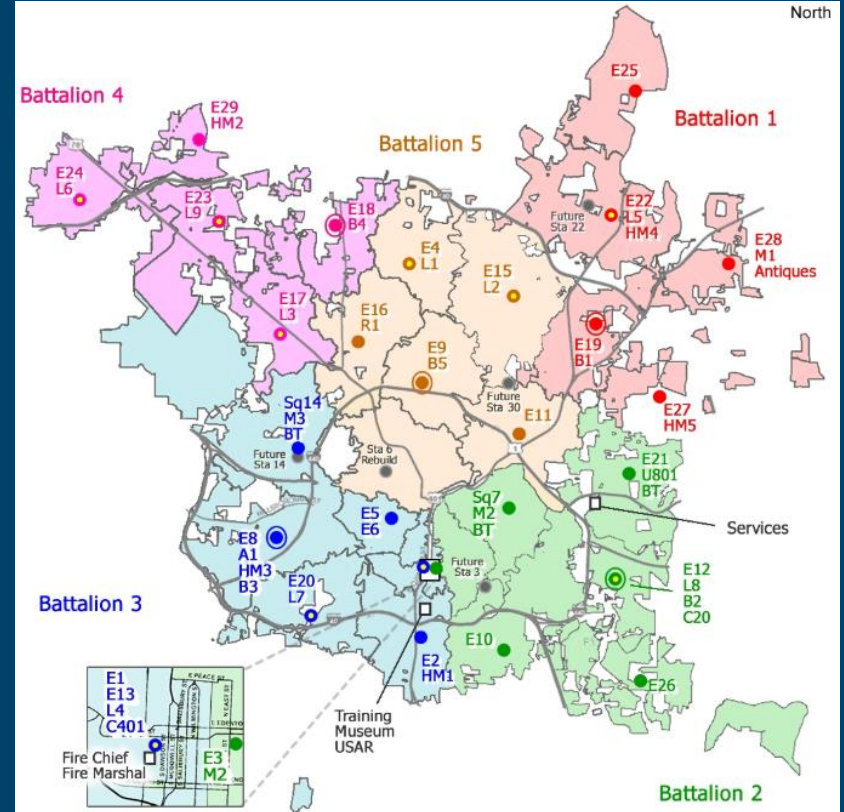




Raleigh

Fire Department Overview

- 28 active stations
- 5 battalions, 39 frontline units
- Over 40,00 incidents annually
- FY20 Budget \$65.6 million





Public Safety Staffing Study

Methodology

- Employee interviews and an online survey
- Comprehensive data collection regarding organizational structure, resource allocation, workload demands, staffing levels, utilization and deployment
- Coordination with Planning & Development Services to understand development and growth trends for Raleigh
- Assessment of service delivery and resource options to include support functions



Public Safety Staffing Study

Police Department Strengths

- Robust community policing initiatives
- Progressive and diversified approach to reactive and proactive investigation efforts
- Internal Affairs has high degree of transparency and accountability
- Documented strategic directives frame policing goals





Public Safety Staffing Study

Police Findings and Recommendations

- Scheduling changes in Field Operations
- Reorganize Detective Division based on workload and spans of control
- Additional field positions for Greenways and Transit, evidence specialists, and support for command staff and training
- Recruiting challenges
- Future increases to align with population growth and workload



Public Safety Staffing Study

Fire Department Strengths

- Class 1 rating from ISO
- Travel times to emergency calls are within industry performance standards
- Conducting 6 month and annual service on fire apparatus
- Public outreach follow-up after working fires is an industry-leading practice





Public Safety Staffing Study

Fire Department Findings and Recommendations

- Increased field operations personnel resources for high growth areas
- Additional dedicated training division staff
- Fire Marshal resources for development needs and continued fire education efforts
- Additional positions for first responder quality assurance, safety review, recruitment, and administrative support
- Future increases to align with population growth and workload



Public Safety Staffing Study

Future Personnel Projections

	FY20 adopted	FY25 proj.	FY30 proj.	FY35 proj.	FY40 proj.
Police	901	997	1,066	1,139	1,199
Fire	622	668	682	692	693



Public Safety Staffing Study

Next Steps

- Review and develop plan to operationalize recommendations
- Multi-year implementation
- FY21 Manager's Proposed Budget

