

# Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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**SIMSBURY BOARD OF SELECTMEN  
Special Meeting – February 7, 2022 –noon  
VIRTUAL Format Only**

Call to Order

Pledge of Allegiance

1. Presentation and Discussion of Police Commission FY 22/23 Budget Priorities

Adjournment



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## BOARD OF SELECTMEN MEETING AGENDA SUBMISSION FORM

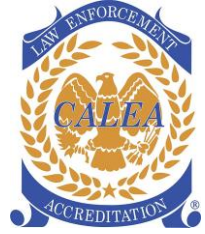
1. **Title of Submission:** Police Commission Budget Priorities
2. **Date of Board Meeting:** February 7, 2022
3. **Individual or Entity Making the Submission:**  
Maria E. Capriola, Town Manager *Maria E. Capriola*
4. **Action Requested of the Board of Selectmen:**  
This presentation by the Police Commission is informational and no Board of Selectmen action is needed.
5. **Summary of Submission:**  
The Police Commission is presenting to the Board of Selectmen their priorities for the FY 22/23 Budget. Presenting for the Police Commission today is Jenna Caulfield, Chair of the Police Commission.  
  
This presentation occurs annually.
6. **Financial Impact:**  
The Police Commission budget priorities will be reviewed and considered during the development of the FY 22/23 operating and capital budgets.
7. **Description of Documents Included with Submission:**
  - a) Letter from Police Commission dated December 9, 2021
  - b) Police Commission FY 2023 Budget Priorities
  - c) Police Commission Officer to Resident Ratio Data
  - d) Presentation Slides - *Forthcoming*



# Simsbury Police Commission

933 Hopmeadow Street

Simsbury, CT 06070



COMMISSIONER JENNIFER M. CAULFIELD (CHAIR)  
COMMISSIONER TERENCE FOGARTY  
COMMISSIONER TENESHA GRANT  
COMMISSIONER MICHAEL T. LONG  
COMMISSIONER TRAVIS SCHWEIZER

December 9, 2021

Board of Selectmen  
Town of Simsbury  
933 Hopmeadow Street  
Simsbury, CT 06070

Dear Board Members:

As you consider your priorities for the 2021-2023 two-year term, the Police Commission urges you to make public safety your highest priority. Public safety has been conspicuously absent in prior goals, whether as a standalone topic or adjacent to other goals and areas of consideration. The Commission asks that you establish public safety services as a high level of focus. Because community policing should be second nature to all town government activities, we recommend:

## **Topic Area:** Public Safety Services

### **Goals:**

- Establish Public Safety Services that are at a consistent and acceptable level based on Simsbury's service needs and current population.
- Provide high quality, long term, public safety services at a moderate cost through a first-class community policing program.
- Consider public safety in all programmatic initiatives of the Town, Board of Selectmen, and Board of Education before they are undertaken.

### **Immediate Need:**

- Additional Officers - To maintain a standard of community policing, Simsbury must have at least 45 sworn officers, based on our current population.

### **Long-term Need:**

- Monitor the public safety service needs and population of Simsbury to ensure that the Simsbury Police Department has the staff, resources, and facilities to provide the highest standard of community policing.

Sincerely,  
Simsbury Police Commission

cc: Town Manager  
Board of Education



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It is the mission of the Simsbury Police Department (SPD) to provide quality community policing service in a professional and sensitive manner to all in our community. In order to continue to provide quality service to our community, the Simsbury Police Department has identified the following priorities for the fiscal year 2023 budget.

## **OPERATING BUDGET PRIORITIES**

**STAFFING:** The SPD currently employs 39 sworn officers, 7 dispatchers, 3.5 support staff, and 1 animal control officer. Despite the SPD having filled all of its budgeted positions, officers are often asked to work past their scheduled shifts to ensure appropriate coverage. Furthermore, Simsbury falls below the comparable towns, state, regional, and national rates of 1.8-2.1 officers per 1,000 residents. Simsbury, with approximately 25,000 residents currently, has 1.57 officers per 1,000 residents. In order to reach the minimum 1.8 ratio in FY2023, SPD needs 6 more officers, bringing the force to 45 sworn officers. In order to reach the 2.1 ratio, SPD would need 14 more officers, bringing the force to 53 sworn officers. The SPD staffing priorities are:

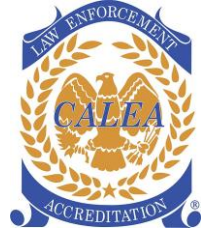
- **Two Traffic Officers:** While Traffic Officers handle general traffic enforcement, the officers also respond to complaints about traffic conditions, and identify and assess problems (e.g., line of sight, roadway design and markings, signage, etc.) and solutions to promote compliance, prevent injury, and damage.
  - Simsbury has been without any Traffic Officer since 2017, instead using our patrol officers and Community Services Officer to cover these duties, in addition to their regular ones.
  - SPD receives over 600 calls per year regarding specific traffic concerns making it one of the most demanded services of the SPD.
- **Three Patrol Officers:** Patrol Officers serve a multitude of duties, from assisting at school functions like "Walk/Bike to School" to being first responders for citizen complaints. These officers are the foundation of Simsbury's Community Policing.
  - SPD officers are often required to work past their scheduled shifts, or work on a scheduled day off, in order to have appropriate coverage.
  - SPD averages 1-3 vacancies a year. The duties arising from these vacancies are difficult to cover with the currently low number of patrol officers, leading to a lack of police presence at community functions and events.
  - In order to adhere to Simsbury's Community Policing philosophy, SPD must have more officers.
- **One Detective:** The detective unit was staffed with 3 detectives until 2018; since 2018 it has operated with only 2 detectives due to staffing.



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- **One Civilian Accreditation Specialist:** Currently a patrol officer is assigned to the accreditation process.
  - Adding a civilian member to the SPD allows us to maintain the professionalism that is gained through the accreditation process at a lower salary point, creating budgetary savings.
  - Removing the patrol officer from this position allows the department to utilize the officer's knowledge, skills, and abilities in other assignments in the department. The SPD would be gaining use of another patrol officer.
  - This is a cost-effective step to help the SPD return to fully staffed detective and traffic divisions.

**OVERTIME:** The SPD overtime budget should be increased to \$275,000.00 as previously requested and supported by the Town Manager.

- SPD overtime usage is NOT solely a function of staffing.
- Overtime is used in holdover situations where an officer is involved in a case and must work past their assigned hours to complete necessary duties.
- Overtime is used to backfill critical positions due to vacation, medical leave, etc.
- Overtime is used to suppress and investigate spikes in criminal activity, support community events, and manage large-scale, complex, or lengthy investigations.

## **CAPITAL NON-RECURRING**

### **VEHICLES:**

- Three Police Cruisers
- One Administrative Car

### **MOBILE DATA TERMINAL (MDT) AND IN-CAR DASH CAMERA:**

- Two MDTs and two In-Car cameras for the School Resource Officers (SRO).
  - Under the Police Accountability Act, the SRO vehicles cannot serve in a patrol function without In-Car cameras.
- One MDT and one In-Car camera for a current marked vehicle in our fleet to be retained in the fleet.
  - Allows us to keep the vehicle longer in a lower mileage patrol capacity.
  - Expands the patrol car fleet at a lower cost.

**SIDEARM REPLACEMENT:** The SPD sidearms are approximately 10 years old. During this time there have been advancements in technology, safety, and accuracy.

- Sidearms should be replaced so that SPD can avail itself of these advancements.
- Current sidearms can be turned in for credit toward new purchases, resulting in cost savings.



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The following is the rate of sworn personnel per 1,000 residents:

| MUNICIPALITY        | RATE |
|---------------------|------|
| Avon                | 1.9  |
| Berlin              | 2.1  |
| Bloomfield          | 2.3  |
| Cromwell            | 2.0  |
| Farmington          | 1.8  |
| Glastonbury         | 1.7  |
| Guilford            | 1.7  |
| Ridgefield          | 1.8  |
| S. Windsor          | 1.7  |
| Wilton              | 2.4  |
| Simsbury            | 1.6  |
| Granby              | 1.4  |
| Canton              | 1.5  |
| Wethersfield        | 1.8  |
| Newington           | 1.7  |
| Windsor             | 1.8  |
| Rocky Hill          | 1.8  |
| Southington         | 1.6  |
| West Hartford       | 2.1  |
| East Hartford       | 2.5  |
| Vernon              | 1.7  |
| National*           | 1.9  |
| Northeast*          | 1.8  |
| New England*        | 1.9  |
| State of CT**       | 2.1  |
| Comparable Towns*** | 1.8  |

SIMSBURY'S POPULATION: 24,799

| OFFICERS     | RATE/1,000 RESIDENTS |
|--------------|----------------------|
| 39 (current) | 1.57                 |
| 40           | 1.61                 |
| 41           | 1.65                 |
| 42           | 1.69                 |
| 43           | 1.73                 |
| 44           | 1.77                 |
| 45           | 1.81                 |
| 46           | 1.85                 |
| 47           | 1.90                 |
| 48           | 1.94                 |
| 49           | 1.98                 |
| 50           | 2.02                 |
| 51           | 2.06                 |
| 52           | 2.10                 |

\* Based on FBI Crime data in the US for municipalities with populations between 10,000-24,999.

<https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/tables/table-71>

\*\* <https://cga.ct.gov/2020/rpt/pdf/2020-R-0316.pdf>

\*\* <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/tables/table-77>

\*\*\* Based on the Simsbury Personnel Subcommittee's Comparable Towns

The population data for each municipality came from CDECD 2021 Town Profiles at <https://www.advancect.org/site-selection/town-profiles>



# Simsbury Police Commission



**FY 23 Budget**  
February 7, 2022



# WHAT DRIVES OUR BUDGET?

- Exemplary Service
- Community Policing
- Fiscal Responsibility
- Proactively Addressing Public Safety



# BUDGET PRIORITIES

## OPERATING BUDGET

- ADDITIONAL STAFFING
  - 6 Sworn Officers
  - 1 Civilian Accreditation Specialist
- OVERTIME

## CAPITAL NON-RECURRING BUDGET

- VEHICLES
- MOBILE DATA TERMINALS & IN-CAR DASH CAMERA
- SIDEARM REPLACEMENTS

# POPULATION

In 2020, Simsbury's population was 24,799.

Using the industry standard ratio of officer per 1000 residents:

Simsbury currently has a ratio of 1.57 officers to 1000 residents.

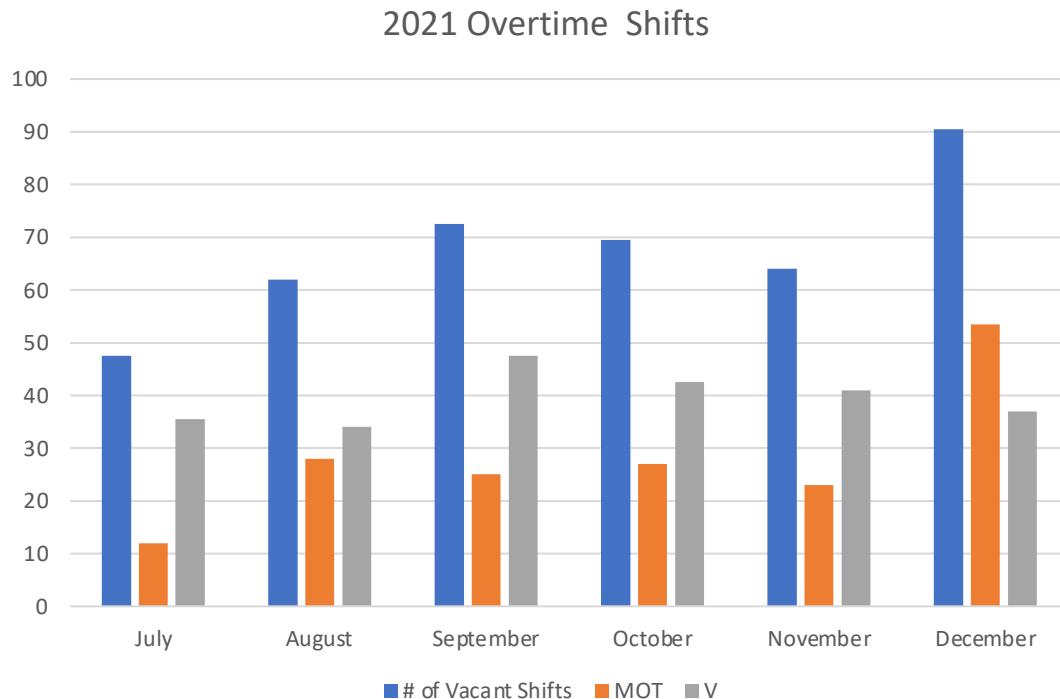
- 1.8 – Comparable Towns
- 2.1 – Connecticut
- 1.9 – New England
- 1.8 – Northeast
- 1.9 – Nationally

6 additional sworn officers brings Simsbury to 1.8

14 additional sworn officers brings Simsbury to 2.1

# MANDATORY OVERTIME

- Mandatory Overtime (MOT) is when an officer is **ordered** to work more than his or her regularly scheduled shifts. This may occur at the end of the officer's scheduled shift or on the officer's day off.
  - Not Voluntary Overtime (VOT)
  - Not Private Duty



Last Month, December 2021:

90.5 OT shifts total

53.5 MOT shifts (428 hours)

37 VOT shifts (296 hours)

59.12% of OT was MANDATORY

# ADDITIONAL SWORN OFFICERS

- To maintain a high standard of community policing by proactively addressing conditions and concerns.
  - Increased requests for services.
  - Services we provide take more time than before.
- Continue to respond to real-time events in a timely and appropriate manner.
- Participate in events and engage with all members of our community.
  - The department uses mandatory overtime to fill regular shifts.

# CAPITAL NON-RECURRING

## **VEHICLES**

### **MOBILE DATA TERMINAL (MDT) AND IN-CAR DASH CAMERA**

- School Resource Officers (SRO).
- Current marked vehicle in our fleet.

### **SIDEARM REPLACEMENT**

- Advancements in technology, safety, and accuracy.

## **FACILITIES**



# LET'S WORK TOGETHER TO:

Strengthen

commitment to community policing.



Allocate

appropriate resources to the Police Department.



Invest

in short-term and long-term Police Department needs.