

# Waterloo Police Department Vision Statement

- ▶ The WPD, a law enforcement agency committed to excellence, will become a national benchmark in the professional delivery of law enforcement related services; we strive for high performance, equally high customer satisfaction, and accept and integrate innovative ideas and diversity in our all activities to remain dynamic and flexible.

# Overview of duties and service

The department is comprised of three divisions; (When fully staffed)

- ▶ Patrol (84)

- ▶ Includes all three Watches and VCAT

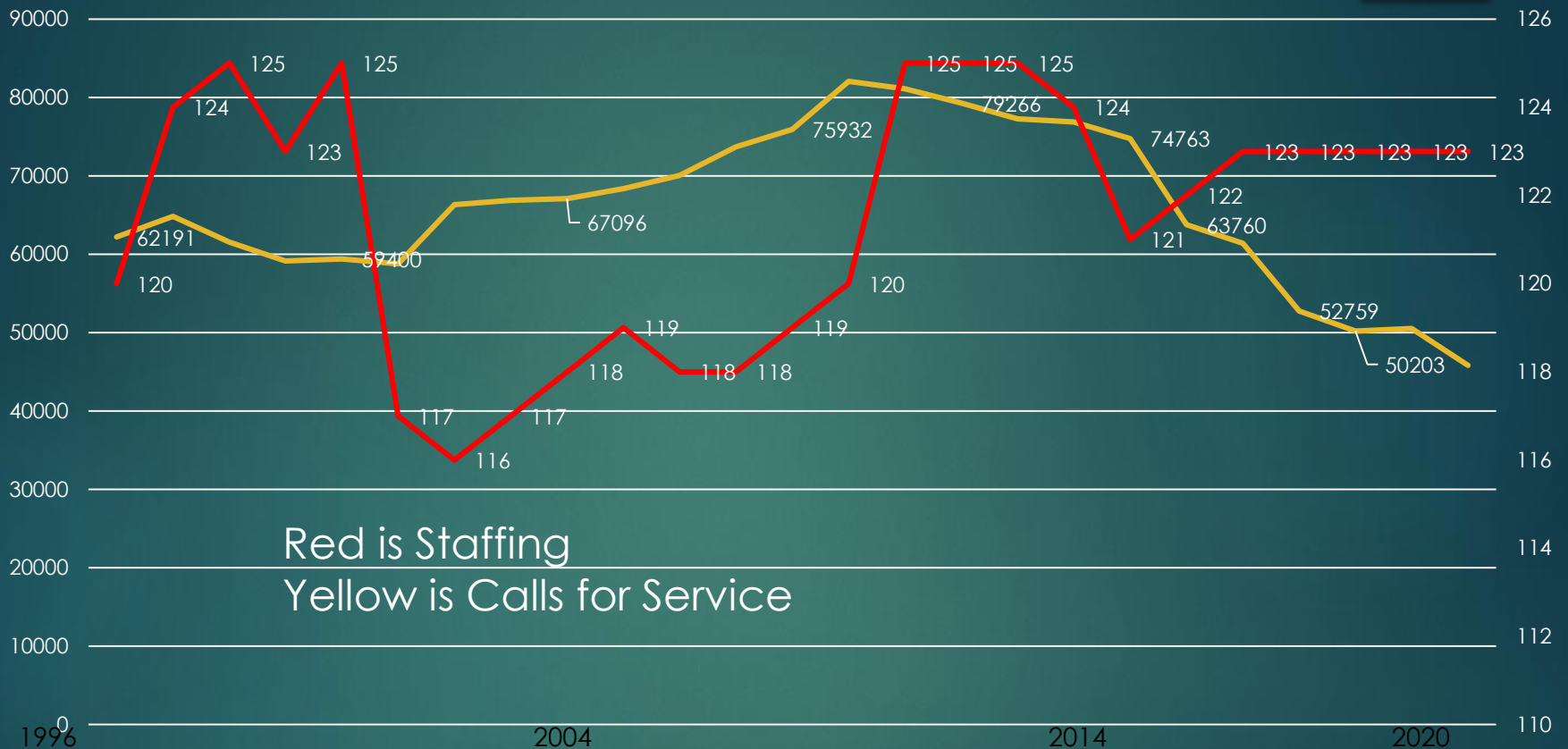
- ▶ Investigations (35 plus 1 civilian)

- ▶ Investigations, School Resource Officers, Task Force, Safe Streets, ICAC, and Crime Lab

- ▶ Administration (4 plus 8 civilian)

- ▶ Training, Internal Affairs, Property, Finance, Records and Technical Services.

# Staffing and Calls For Service

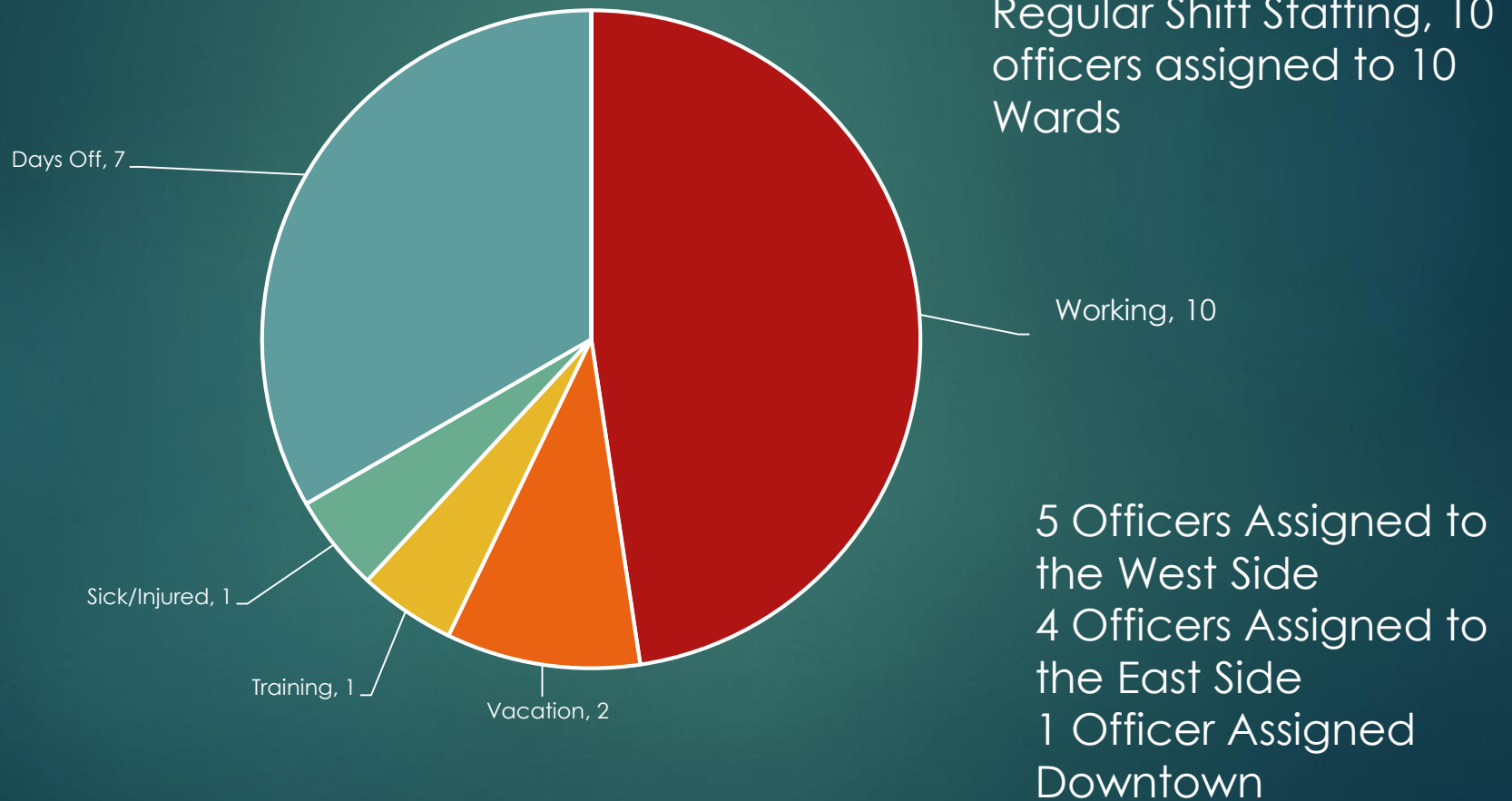


As staffing decreases, calls for service (cfs) increase. Reduced officers handling more calls for service result in delays in response or failure to respond to calls in a timely manner. At 123 officers we have continued to push calls down.

# Patrol

- ▶ Average 5.23 CFS Per hour
- ▶ K9 Unit and VCAT are part of Patrol
- ▶ VCAT Seized or recovered 106 firearms in 2020
  - ▶ Deputized U.S. Marshalls, who provide overtime funds.
- ▶ Primary first responders to critical incidents and emergencies.
  - ▶ From shoplifting to active shooter situations, they respond to a multitude of calls on a daily basis.
  - ▶ They are normally the 1<sup>st</sup> point of contact anyone has with the Police.

# Patrol Shift Authorized Staffing



# Staffing

- ▶ Authorized Staffing allows us to:
  - ▶ Deal with injuries/illnesses and unexpected retirements
  - ▶ Provide Neighborhood Policing to all 10 City Wards
  - ▶ Enables most emergency responses without overtime

# Investigations

- ▶ Conducted follow up on 367 cases, including trial preparation and testifying.
  - ▶ This is up 80 cases from 2019, and staffing has been reduced by 2 investigators all year.
  - ▶ This includes 9 homicide investigations and countless other high profile cases.
- ▶ **Crime lab** forensic examination of major cases and field investigations on a daily basis.
  - ▶ Including all major crime and accident scenes
- ▶ **Tri-county task force** investigated 290 drug related cases in 2020, resulting in seizures of illegal narcotics and weapons.
  - ▶ They also investigated 3 heroin related overdose cases
- ▶ **Safe streets**
  - ▶ 71 weapon related cases for review and adoption.
  - ▶ Conducting search warrants for those providing weapons to the street and assisted in several major cases for agencies across the country.
  - ▶ Multiple violent offenders indicted on a variety of charges.

# School Resource Officers



- ▶ School resource officers provide a visible presence in our schools and provide an investigatory tool for threats against the students, teachers and facilities.
- ▶ Conduct crimes against children investigations including sexual abuse and sexual assault cases.
- ▶ Assist in all major investigations as needed
- ▶ Work with youth, mentor, recruit etc.
- ▶ Waterloo Schools pays 50% of their salary and benefits under a contract with the City.



# Administration

- ▶ Payroll and Records input and retrieval
- ▶ Maintains 154 computers, over 215 camera systems the software and hardware to manage those systems.
- ▶ Manages 243 Online Reports (new in 2019)
- ▶ Implementation of Central Square Software
- ▶ Implementation of Axon Camera/Taser Project
- ▶ Oversee the police budget and various grants
- ▶ Responsible for all in-service training 96 hours per year per officer.
- ▶ Manage the Hiring/Training Process
- ▶ Prepare finance and travel documents for Council approval
- ▶ Internal Affairs manages complaints, background checks and internship.
- ▶ Recruiting and Retention

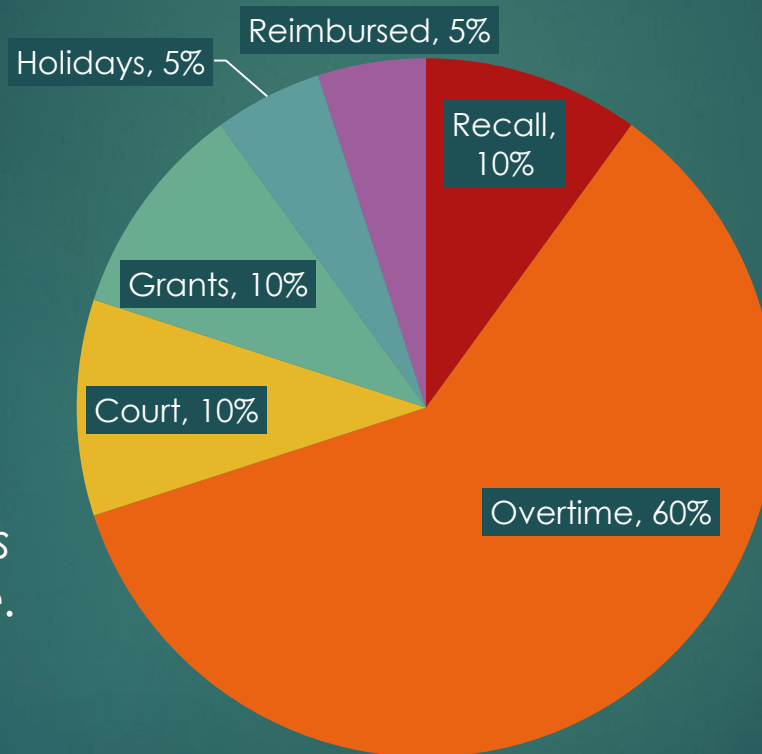
# Highlights



- ▶ Expanded Automated Traffic Enforcement (ATE).
- ▶ Local, State and Federal Partnerships to serving as resource multipliers within the region
- ▶ Increased Community involvement through presentations, the police foundation and employee volunteerism.
- ▶ Neighborhood Policing Officers expand the reach into the Neighborhoods.
- ▶ Body Camera Upgrade
- ▶ Vehicle Leasing Upgrade/Revenue

# Average Overtime by Type

Average Overtime Usage

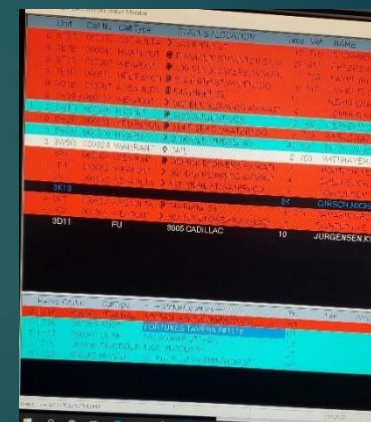
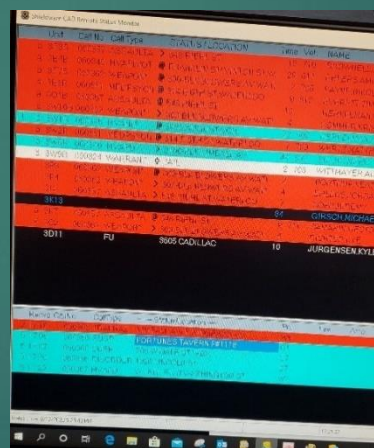
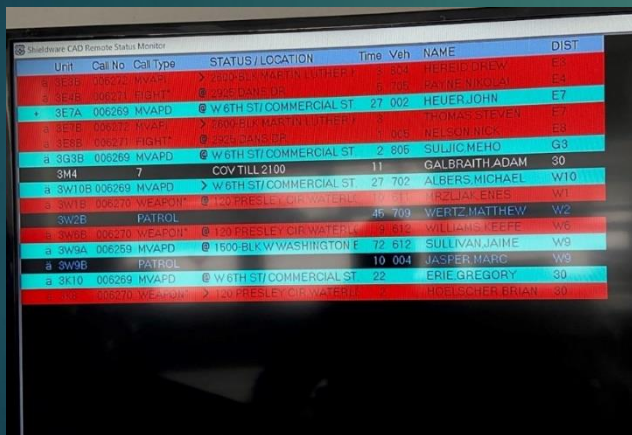
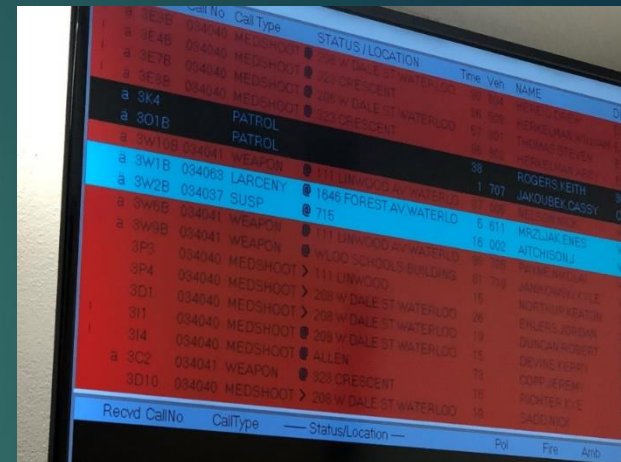
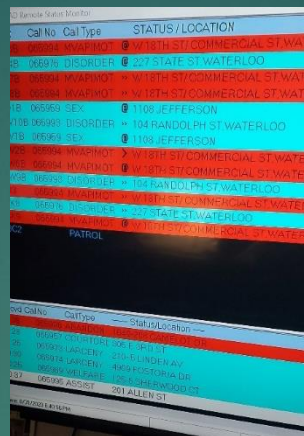
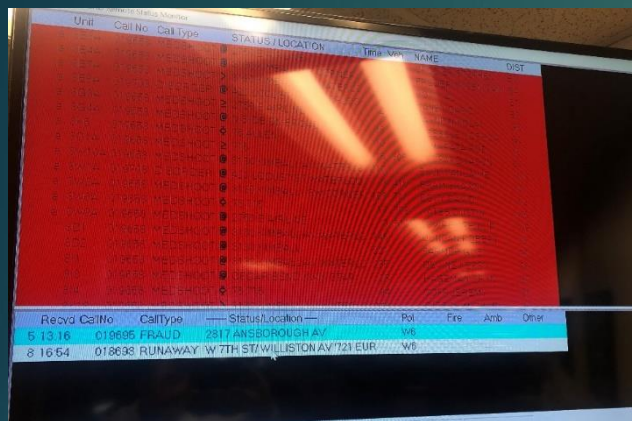


*Reimbursed overtime results from us being paid back, either through grants, federal partnerships or other employers for the overtime.*

Recall is when Officers are called back to the station from home, major cases.

*Overtime is the result of late calls and officers being held over after their shift.*

Photos of our Status Monitor. Red is high priority, Blue is priority. Below the gray line are pending calls with no officers to respond



My apologies for the picture quality, these were not taken with this in mind. I wanted to show you we can be extremely busy in a split second.

# Budget Line Item Increases

## ▶ Overtime

- ▶ Increased \$340,000 to account for salary adjustments, increased event activity and more in line with what is being spent.
- ▶ This did not take into account any costs associated with RAGBRAI

## ▶ Fuel

- ▶ Increase pricing and expanded usage

## ▶ Training

- ▶ \$105,000 to account for new hires
- ▶ Training costs for certification has increased approximately \$9000 per student.
- ▶ We anticipated hiring 8 new officers this budget year

# Entering FYE 22

- ▶ March 17<sup>th</sup>, 2021
  - ▶ 4 Officers in Training
  - ▶ 3 Vacancies
  - ▶ 2 Pending Disabilities
  - ▶ 2 long term illness
  - ▶ Starting new Civil Service Process
- ▶ May 15<sup>th</sup>, 2021
  - ▶ 4 Officers in training
  - ▶ 4 Vacancies
  - ▶ 2 Pending Disabilities
  - ▶ 3 long term illness/injuries
  - ▶ Civil Service Hiring List Certified
- ▶ July 12<sup>th</sup>, 2021
  - ▶ 8 Officers in Training
  - ▶ 4 New Vacancies
  - ▶ 2 long term illness/injury

# FYE 2021 /22 Goals

## And Beyond

- ▶ Continue to address violent crime
- ▶ Employee Wellness
- ▶ Expand Crisis Intervention and Neighborhood Policing Efforts
- ▶ Recruit and Retain Officers
- ▶ Reinvigorate neighborhoods and neighborhood associations