

City of Mesa Police Department

Fiscal Year 2015-2016 Budget Presentation

April 20, 2015



Accomplishments From FY2014-2015

- AXON Flex Camera System Deployment
- Homicide Clearance Rates
- Forensic Services Division International Accreditation

AXON Flex Camera System Deployment

- 50% deployment to the field (150 cameras)
- 100 additional cameras scheduled to be deployed during FY 15-16
- Increased transparency and accountability to the community
- Summary study presented at International Association of Chiefs of Police
- The Mesa Police Department has one of the most comprehensive programs in the country including the research component, data management and policy development



Homicide Clearance Rates

Calendar Year	# of Homicides	# Solved	Clearance Rate
2011	19	16	84%
2012	16	13	81%
2013	22	21	95%
2014	15	13	87%***
2015 (YTD)	5	4	80%

***The Homicide Unit fully expects to clear the New Year's Eve homicide with will bring the 2014 clearance rate up to 93%

- Per the FBI, the national average for 2014 was 62.5%
- The Mesa Police Department has not gone below 80% in the past 7 years

Forensic Services Division ASCLD/LAB International (ISO) Accreditation

What does accreditation do for us?

- More access to grant funds
- Increased participation in federal databases (CODIS, NIBIN, AFIS)
- Enhanced credibility in court
- 500 standards in international program (100% compliance required)
 - Previous accreditation had 150 standards (with 80% required)
- Accreditation expected to be awarded in May 2015

Areas of Emphasis / Points of Pride FY2015-2016

- Community Engagement & Employee Services Bureau
- Diversity in Recruiting & Hiring
- Crime Reduction Strategies

Community Engagement & Employee Services Bureau

➤ **Community Focus:**

- 10 Community Forums
- Interaction with Community Organizations
 - Minority Associations
 - Non-Profit Organizations
 - Schools (K-College)
- VIPS (Volunteers in Police Service)
- Citizen Police Academy
- Diversity Team & Human Rights Advisory Board
- Youth Outreach
 - Explorers Program
 - Youth Leadership Academy
 - Police Athletic League
 - MESA Program

Community Engagement & Employee Services Bureau

➤ **Employee Focus:**

- Employee Wellness
- Assistance and Recognition
- Peer Team
- Workers Compensation/Industrial Liaison
- Career Development
- Tuition Reimbursement
- Mentor Program
- Shadow Program
- Chaplain Program
- Labor Relations

Diversity in Recruiting & Hiring

- **Hiring a Diverse Workforce Reflective of the Community:**
 - 2014 – Increased POR/minority hiring from 18% to 40%
- **Aggressive Recruiting/Hiring:**
 - Progressive hiring approach increasing the frequency of hiring
 - Reduction in the average length of time a budgeted sworn position will remain vacant
 - Sixty-two (62) officers are currently in training
 - Training costs anticipated to be covered by reduced reliance on overtime

Crime Reduction Strategies

- Goal - 5% reduction in Part I Crimes
- Utilization of Intelligence Led Policing
- Business checks and foot patrols
- Six (6) officer bike unit
- Increased attendance at neighborhood and community meetings by line level personnel
- Proactive policing for targeted crime fighting
- Two (2) officer units – mentoring and officer safety

FY2015-2016 Proposed Budget Reductions (\$3.3M)

- Inactivation of 23 Vacant Sworn Positions - \$2.6M
- Inactivation of 4 Vacant Civilian Positions - \$315k:
 - Police Driving Coordinator
 - Civilian Investigation Specialist Supervisor
 - Municipal Security Officer
 - Traffic Program Coordinator
- Fleet Reduction of 12 Vehicles - \$150k
- Overtime Reduction - \$90k
- Proactive Undercover Investigations Funding - \$50k
- Commodities Reduction - \$55k
- Off Duty Surcharge Addition - \$85k



Questions?