

PRESENTATION TO THE SAINT PAUL CITY COUNCIL

SEPTEMBER 1, 2021

CHIEF TODD AXTELL



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CITY GROWTH DATA

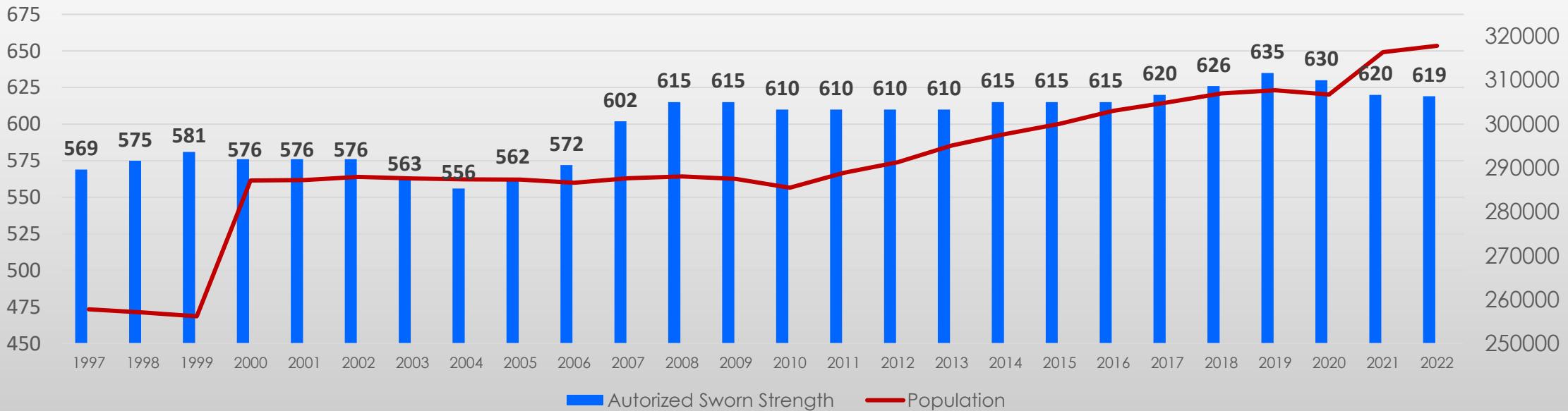
CITY GROWTH DATA



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Authorized Sworn Strength and Population of Saint Paul 1997 to 2021



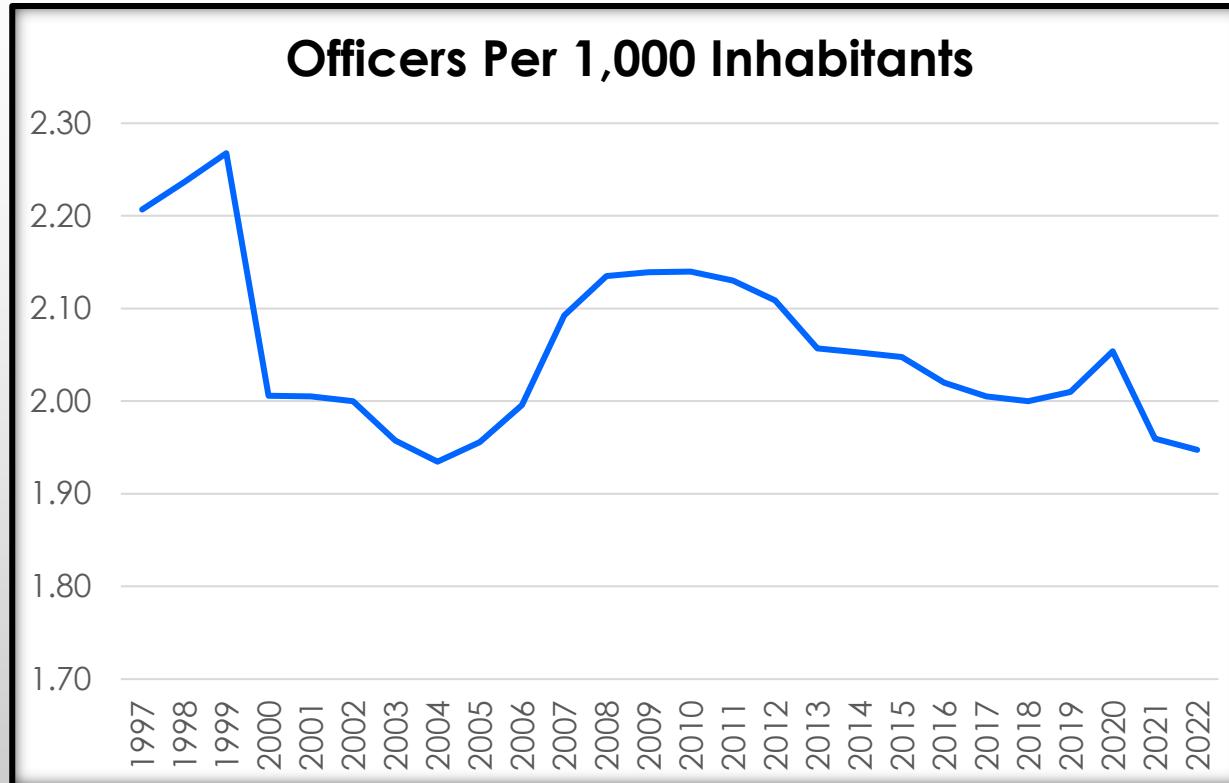
Note: 2020 population data August 2021. 2021-2022 are projections from Metropolitan Council on slide 6 (Population Trends)

Source: <https://www.census.gov/programs-surveys/popest/technical-documentation/research/evaluation-estimates/2020-evaluation-estimates/2010s-cities-and-towns-total.html>

Source: <https://www.stpaul.gov/books/population>

CITY GROWTH DATA

Year	Authorized	Population	Per Capita
1997	569	257,814	2.21
1998	575	257,106	2.24
1999	581	256,213	2.27
2000	576	287,151	2.01
2001	576	287,260	2.01
2002	576	288,000	2.00
2003	563	287,604	1.96
2004	556	287,410	1.93
2005	562	287,385	1.96
2006	572	286,620	2.00
2007	602	287,669	2.09
2008	615	288,055	2.14
2009	615	287,501	2.14
2010	610	285,068	2.14
2011	610	286,367	2.13
2012	610	289,270	2.11
2013	610	296,542	2.06
2014	615	299,641	2.05
2015	615	300,353	2.05
2016	615	304,442	2.02
2017	620	309,180	2.01
2018	626	313,010	2.00
2019	635	315,925	2.01
2020	630	306,717	2.05
2021	620	316,420	1.96
2022	619	317,840	1.95



Note: 2020 population data released in August 2021. 2021-2022 are projections from Metropolitan Council on slide 6 (Population Trends)

Source: <https://www.census.gov/programs-surveys/popest/technical-documentation/research/evaluation-estimates/2020-evaluation-estimates/2010s-cities-and-towns-total.html>
<https://ucr.fbi.gov/crime-in-the-u-s/2019/crime-in-the-u-s-2019/topic-pages/tables/table-74>



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In 2019 (latest), there was a national average of 2.4 sworn officers per 1,000 inhabitants.

In 2019, the department's authorized strength allowed for 2.01 sworn officers per 1,000 inhabitants.

In 2021, the department's authorized strength allowed for 1.96 sworn officers per 1,000 inhabitants.

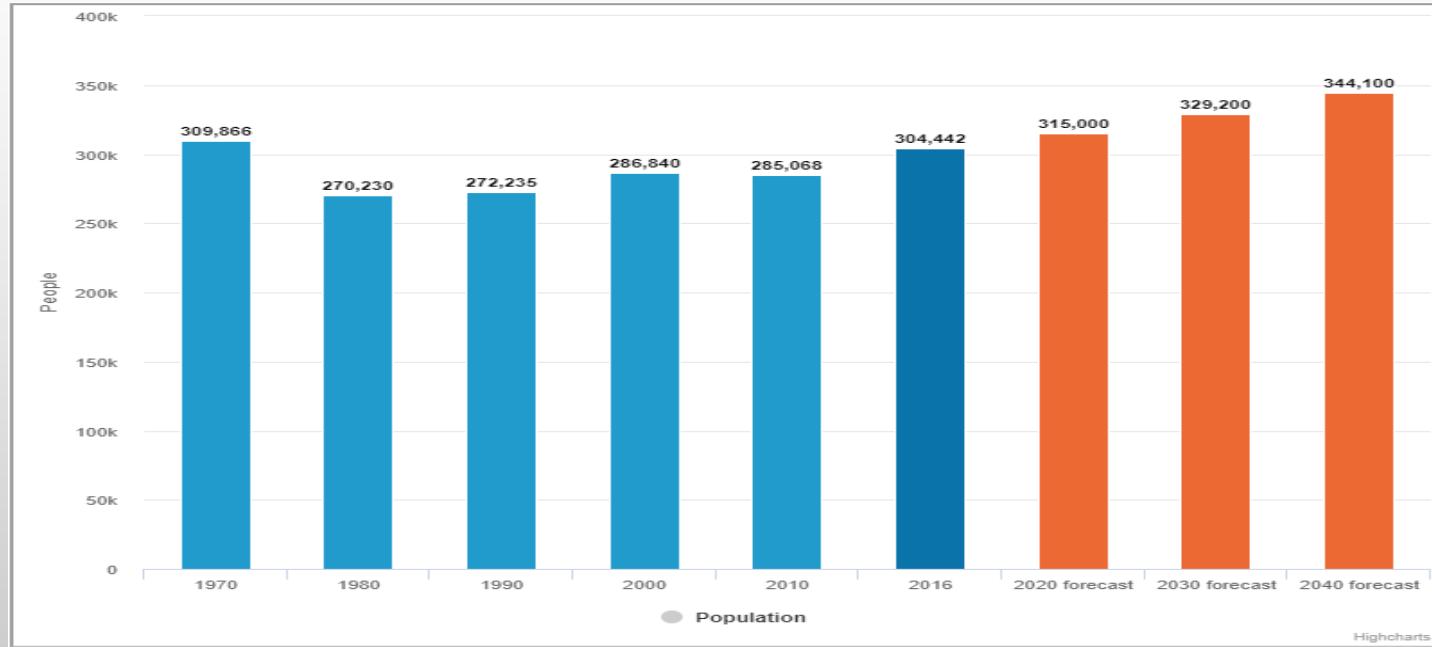
CITY GROWTH DATA



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Population Trends



Since 2010, Saint Paul has experienced significant growth and is poised to return to its mid-20th century population levels. In 2015, Saint Paul crossed the 300,000 mark for the first time since the 1970s. The preliminary Met Council estimate for 2016 puts the population at 304,442. *Saint Paul Population, Long Term Trend 1970 to 2016, and Forecasted*

Note: Metropolitan Council population dataset. Numbers prior to 2016 are from the Decennial Census. 2016 data is a draft Metropolitan Council estimate. Future numbers are Metropolitan Council forecasts. Data compiled for this table on July 17, 2017.

While the population of Saint Paul dipped before growing back to near its 1970 level, the number of households in Saint Paul has consistently increased. The Council's 2020 forecast suggests that in the next few years the city will need an additional 8,049 households.

Source: <https://www.stpaul.gov/books/population>

CITY GROWTH DATA



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Ford Site/Highland Bridge

On July 14, 2020, Ryan Companies announced a new name for the site: Highland Bridge. At full build-out, under the adopted Ford Site Master Plan, the redevelopment could include between 2,400 and 4,000 residential units and reflect an estimated **increase of 4,320 to 7,200 new residents**. Note: The 2010 census shows that the average multi-family unit household size in Highland averages 1.8 people, which was used for the estimation of new residents in the redevelopment area.

Residential units will include a mix of ownership and rental, to include single family homes, condos, apartments, senior living and affordable housing.

<https://www.stpaul.gov/departments/planning-and-economic-development/planning/ford-sitehighland-bridge>

AFFORDABLE HOUSING



ROWHOMES



APARTMENT COMMUNITIES



SINGLE FAMILY HOMES



SENIOR LIVING



CONDOS



CITY GROWTH DATA

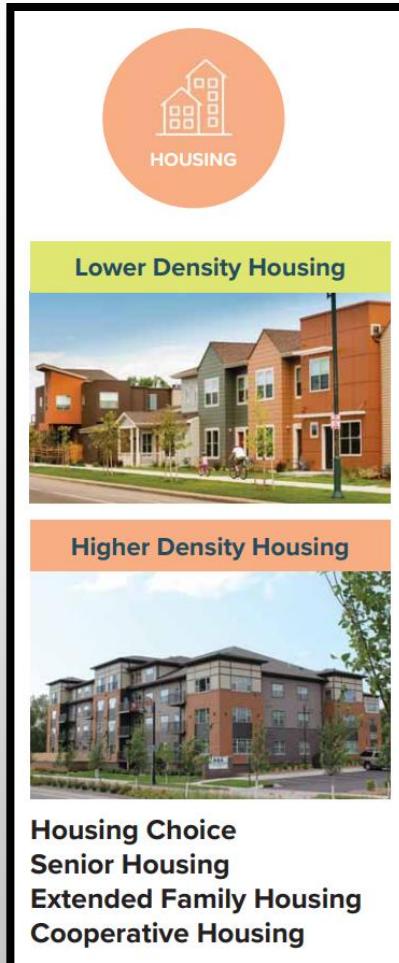
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Housing at Hillcrest

Before purchasing the Hillcrest site, the Saint Paul Port Authority conducted a market study which pointed to the fact that the city could absorb 1,000 housing units at Hillcrest. How those 1,000 units fit within the site is open for discussion. In fact, community engagement will guide several important decisions including ownership structures, affordability levels, multi-generational options and neighborhood aesthetics.



Projected to have approximately 1,000 households which could house *2,600 residents

*Based on US Census estimate of 2.61 residents per household average
[U.S. Census Bureau QuickFacts: St. Paul city, Minnesota](https://www.census.gov/quickfacts/stpaulminnesota)



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POLICE BUDGET DATA

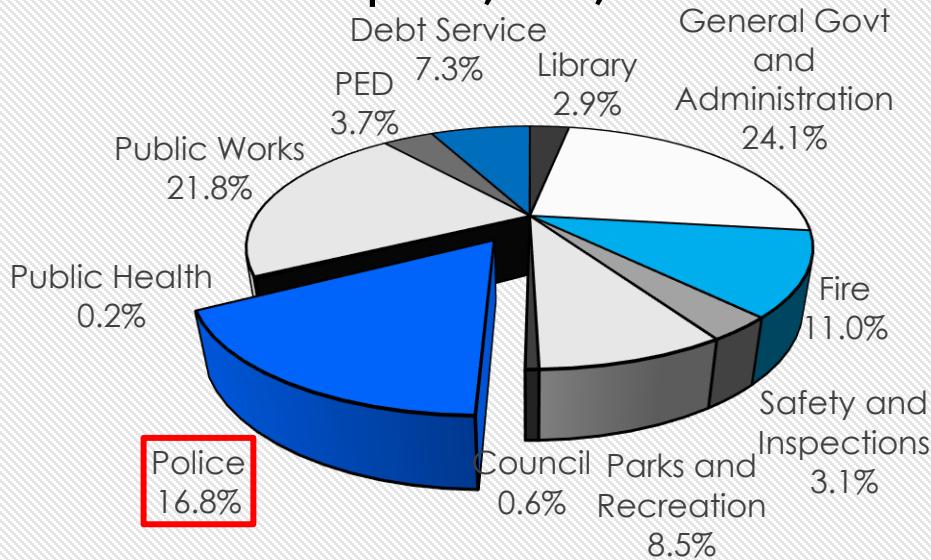
POLICE BUDGET DATA



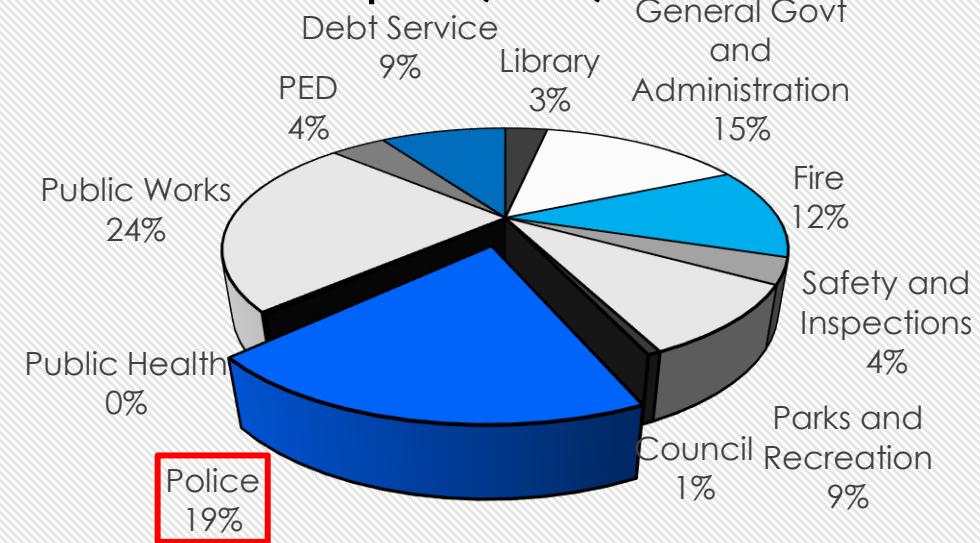
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2022 City's Proposed Budget \$713,192,832



2021 Adopted Budget \$633,235,558



2022 proposed budget includes shifting ECC cost (\$4,648,781) and Ambassador program (\$455,760) out of police budget, adding \$820,000 for LECPA, \$16,922 for building maintenance, and \$1,771,441 to negate the city's 2021 attrition increase

Source: https://www.stpaul.gov/sites/default/files/2021-08/Proposed%20Book%202022%20-%20Online%20Version_1.pdf

Source: <https://www.stpaul.gov/sites/default/files/2021-02/Adopted%20Book%202021%20-%20online.pdf>

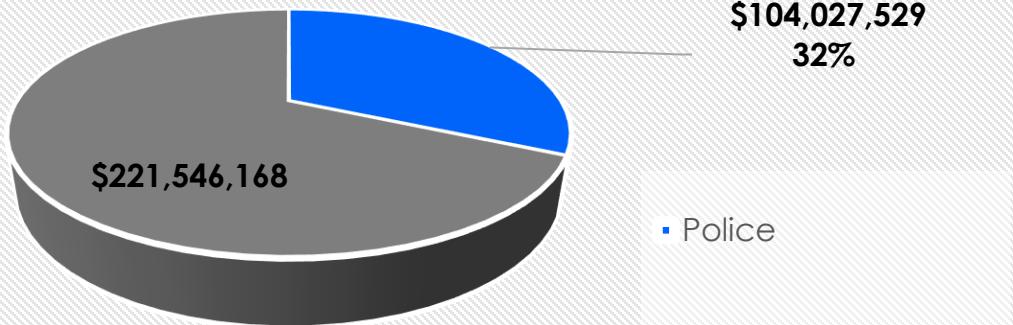
POLICE BUDGET DATA



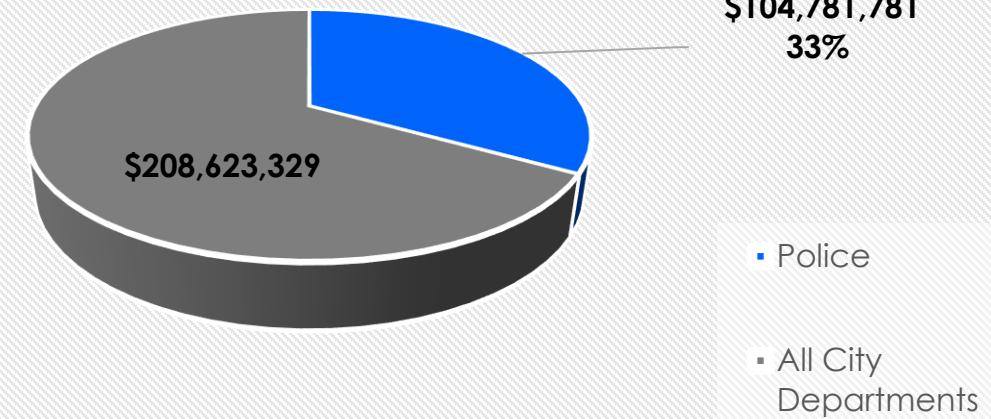
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2022 City's Proposed General Fund Budget



2021 Adopted General Fund Budget



Note: The police department makes up 16% of the city's overall budget and 32% of the city's proposed general fund budget.

Source, page 23:
<https://www.stpaul.gov/sites/default/files/Media%20Root/Financial%20Services/Proposed%20Book%202021%20-%20FINAL%208.20.20.pdf>

POLICE BUDGET DATA



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General Fund Budget Growth

General Fund LBP Budget Analysis				
Year	Sworn Strength	Salary	Non-Salary	Total
2016	600.00	77,905,056	5,749,458	83,654,514
2017	604.35	80,022,345	10,986,972	91,009,317
2018	607.25	84,010,147	11,250,286	95,260,433
2019	615.40	89,202,226	11,502,266	100,704,492
2020	613.45	93,667,604	11,872,191	105,539,795
2021	604.45	93,054,746	11,727,035	104,781,781
2022	612.45	97,540,172	6,487,357	104,027,529
Compare 2016 to 2022		19,635,116	737,899	20,373,015

NOTE:

-Salary growth from 2016 to 2021 includes contractual salary increases, LECPA (salary), removal additional 2021 attrition increase.
-Proposed 2022 budget transfers Emergency Communication Center cost and Ambassador program out of police budget (\$5,105,541)

911 Dispatch	42,115
Energy Coordinator	6,788
Chief Officer/Mayor's Office	94,166
Clothing Uniform Allowance	9,006
Insurance premiums	(2,487)
BWC	439,418
Building leases	250,000
Fuel	(60,000)
Utilities	62,105
Phone replacement	(108,256)
PC replacement	(83,504)
Forensic scientist/stipends	(93,774)
LECPA professional fee and uniforms	165,400
HVAC upgrade	16,922
Transfers that hold no benefit	737,899
Total growth	143,069
Salary and Fringe increase from 2016	594,830

- 2016 to 2022, General Fund budget has increased \$737,899 in non-salary investments.

Actual cost for the Body Worn Camera program (\$612,666 in 2021) exceeds the department's inflationary growth since 2016.



- Fully funding the ongoing purchase and replacement of police equipment on staggering lifecycles, creates a predictable and stable expenditure year over year.
- The city's current funding model does not maintain a funding mechanism for depreciating police equipment.
- Equipment is a one-time purchase with no plan for maintaining or replacement after the products life-cycle.
- This funding model has led to the need for more than \$5.5 million required to replace the outdated police Motorola radios

Unfunded Equipment Expenses

Item/Program	Explanation	Annual Expense
SWAT, ODU, K9 Ballistic Protection	Vests and helmets. 5-year life cycle	\$70,060
SWAT Ammunition	Monthly training	\$32,000
Narcan	3-year life cycle on yearly rotation	\$17,100
Range/Pistols/Rifles	Replacement of pistols and on-going maintenance	\$98,474
Traffic/Pedestrian	Laser/Radar, PBTs, ticket writers, replacement cycle	\$64,018
Bike Response Team	Used for MMF, Bikes, helmets	\$22,200
Mobile Field Force	Helmets, Vests, less lethal, 40 mm,	\$245,164
Less Lethal/Civil Unrest	Training/ equipment and certification of less lethal	\$423,787
*Pepperball	Pepperball projectiles, launchers, and accessories	\$110,286
Vest Reimbursement	5-year lifecycle. Replacing twenty percent of vests annually	\$103,984
Taser Program	Taser, Battery, Training and Live Cartridges 4-year plan	\$156,649
Total		\$1,343,722

Total is the amount needed to maintain the items listed on an annual predictable replacement and procurement schedule.

POLICE BUDGET DATA



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Recruitment and Diversification

- Recruit city residents and give them a path to become Saint Paul police officers
- Program provides college credits, training in law enforcement, a living stipend, and opportunities to volunteer in the community
- 101 of 108 LECPA students are persons of color
- First eight LECPA students graduated in the 2019 academy. This was the most diverse academy in SPPD history
- 16 (current and past) LECPA students are expected to be accepted to 2021 SPPD academy

POLICE BUDGET DATA



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Law Enforcement Career Path Program Costs

	<u>20 Students</u>	<u>25 Students</u>
Program operating costs	\$535,890	\$669,864
Program expenses	<u>\$198,075</u>	<u>\$198,075</u>
Total	\$733,965	\$867,939

The department has raised and invested more than three million dollars into the LECPA program. The department was aware that funding would not always be available. The partners who initially invested in the LECPA program have recognized the program's success and expect the city to sustain the program long term.



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PERSONNEL INFORMATION



Definitions

Authorized Strength: Total number of sworn employees the department can hire.

Note: Authorized sworn strength decreased from 635 to 630 in 2020, 630 to 620 in 2021, and 620 to 619 in proposed 2022 city budget.

Total Sworn: Total sworn employees on the payroll regardless of their ability to work.

Light Duty: Sworn officers who are not able to respond to calls for service but can perform temporary administrative work.

Deployable: Total sworn employees who report to work, are available for full-duty, and can respond to calls for service. Reasons employees may not be available for duty include military leave, light duty status, extended sick leave, family leave, administrative leave.

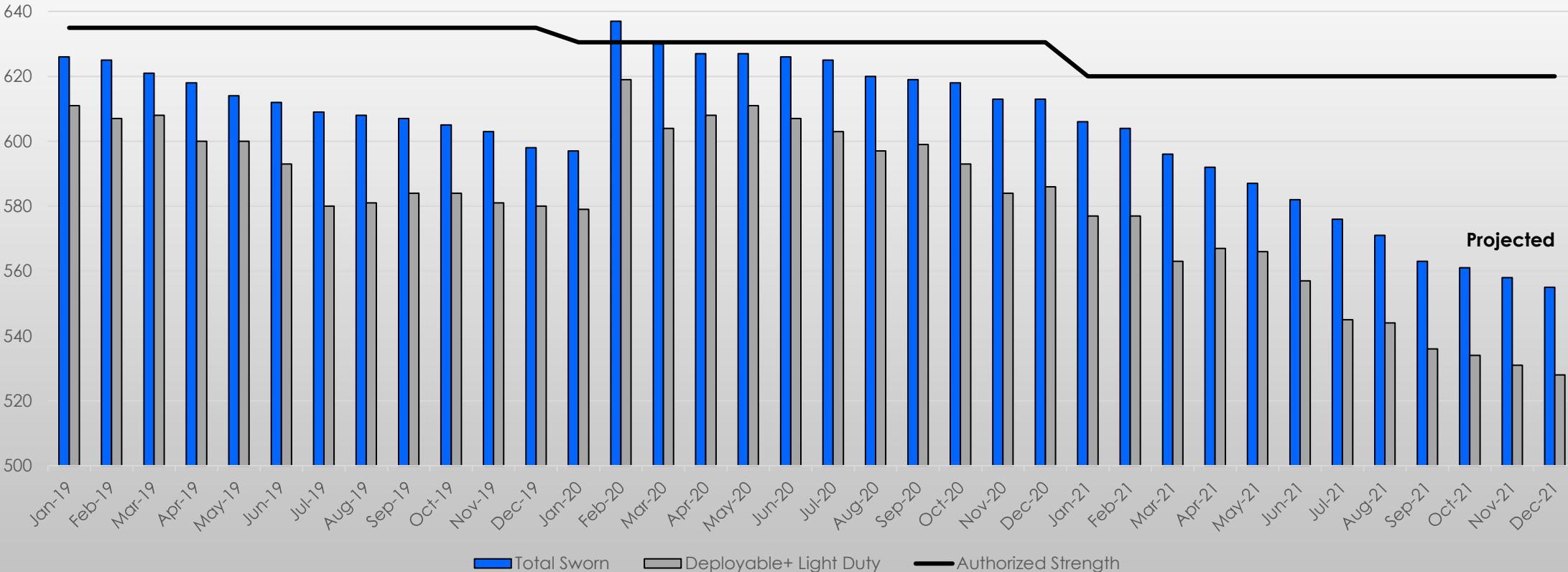
PERSONNEL INFORMATION



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Recent Sworn Staffing Information



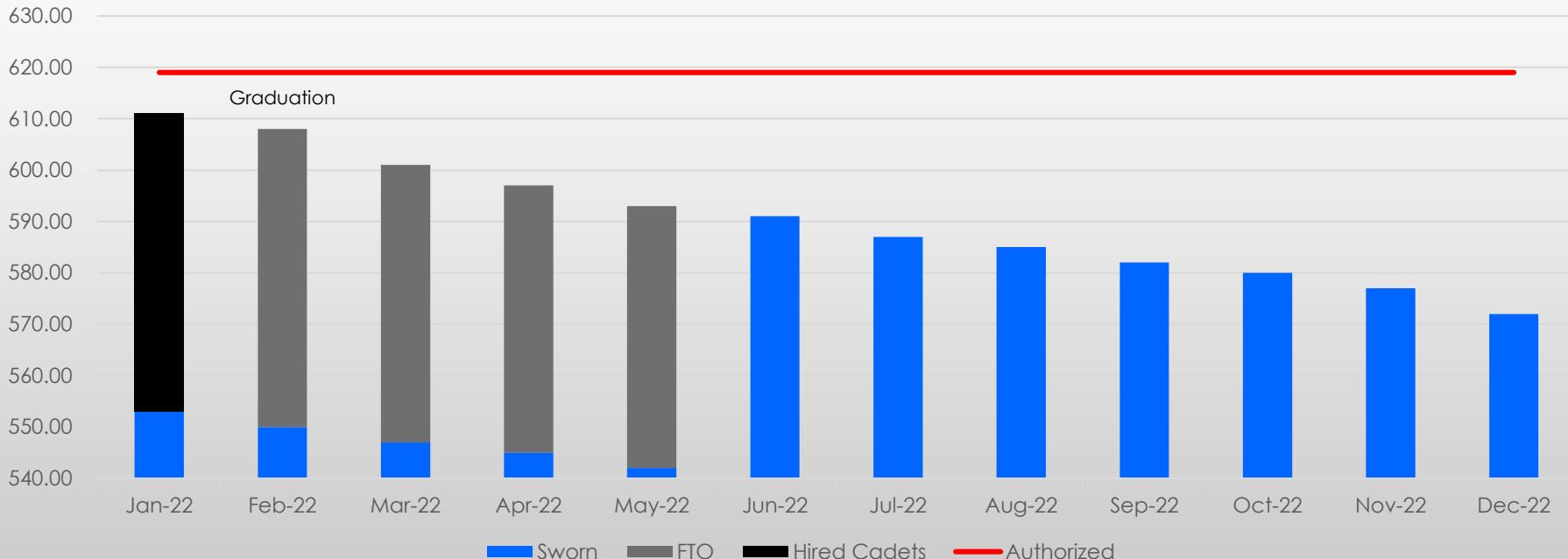
PERSONNEL INFORMATION



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City's Proposed Hiring Model 2022



Note:

Hiring begins with a job announcement eight months prior to an academy. The background phase takes approximately six months. Candidates are hired and begin the academy (depicted in navy in graph). After four months, they graduate and become sworn officers in field training for four months (depicted in green). After field training, officers are deployed as fully trained (depicted in aqua).

City's proposed budget does not allow for hiring in 2022 if the department reaches average attrition

City's hiring model reduces authorized strength to 619.

City's proposed budget includes attrition savings be met before an academy can be held. Current proposed budget makes it unlikely will be possible.

Proposed Budget Attrition:
\$2,032,948

PERSONNEL INFORMATION



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Record high sworn separations, no 2020 academy, and not hiring until October 2021, attrition savings have been achieved but have resulted with the reduction of multiple police units.

	620	Current
Major Crimes	112	105
Administration	2	2
Homicide	20	19
Sex Violence	13	13
Family	11	11
Property Crimes	14	13
Special Investigations	6	11
Narcotics	12	10
MSP / Human Trafficking	3	3
DSI	1	1
Criminal Proceeds	3	0
Gang	23	17
Gun	4	5
Safe Streets	0	0
Youth Services	0	0

	620	Current
Operations	385	345
Administration	2	2
East	117	106
Central	94	89
West	117	99
Downtown Beat	28	24
K9	21	20
Online	3	3
Watch Commander	2	2
Ordnance Disposal Unit	1	1
FORCE	0	0

	620	Current
Community Engagement	70	60
Administration	2	2
Traffic & Pedestrian Safety	13	6
Special Operations	25	23
COAST	8	4
Youth Outreach & Programming	4	4
Community Partnership	3	2
ACOP	10	10
Criminal Intelligence	5	9

	620	Current
Support Services	37	39
Administration	2	2
Background	2	3
Training	14	14
Technology/VMU	5	6
Employee Assistance Program	1	1
Fleet	1	1
Forensic Services Unit	10	10
Property Evidence	2	2

	620	Current
Office of the Chief	16	13
Chief	4	3
Assistant Chief	4	2
Internal Affairs	3	2
Inspection	3	4
Mayor's Driver	1	1
Federation President	1	1

Full Strength vs Current Strength	620	Current
Available Light Duty	14	14
Not deployable	18	27
Deployable Full Duty	588	523
TOTAL	620	564

Authorized strength of 635 was reduced to 630 in 2020, 630 to 620 in 2021 and will be 619 in 2022 per the city's proposed budget. Reductions in authorized strength have led to a realignment of units and elimination of those listed in gray.

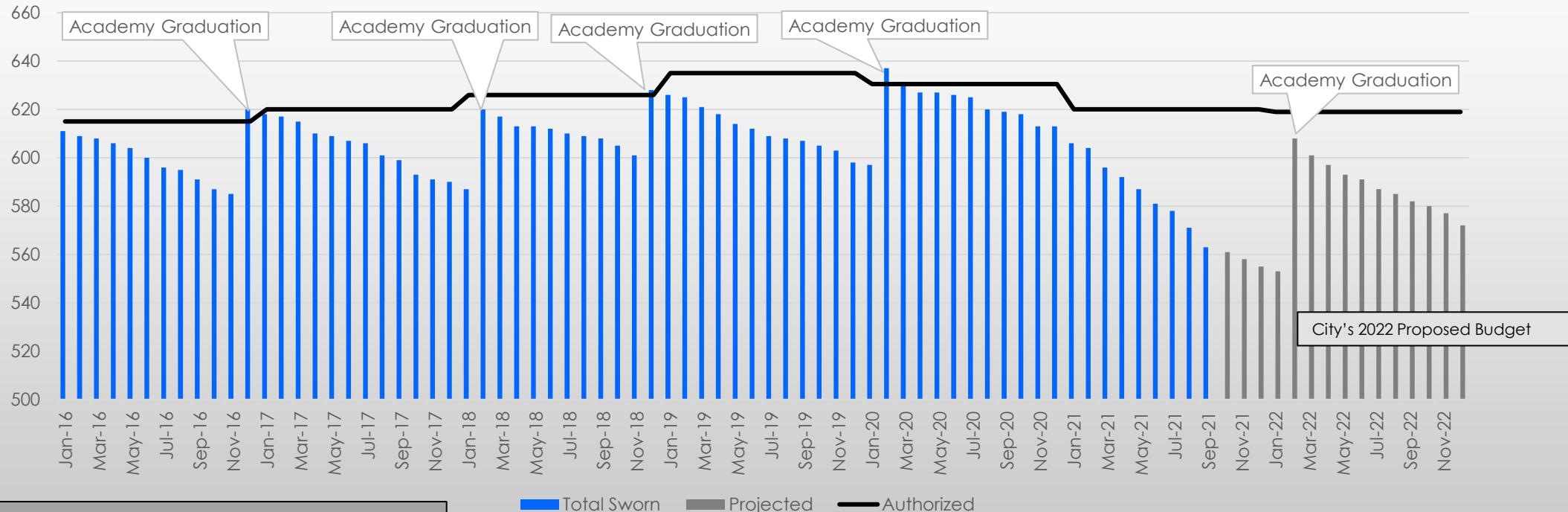
PERSONNEL INFORMATION



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2016-2021 Staffing Levels with city's proposed budget



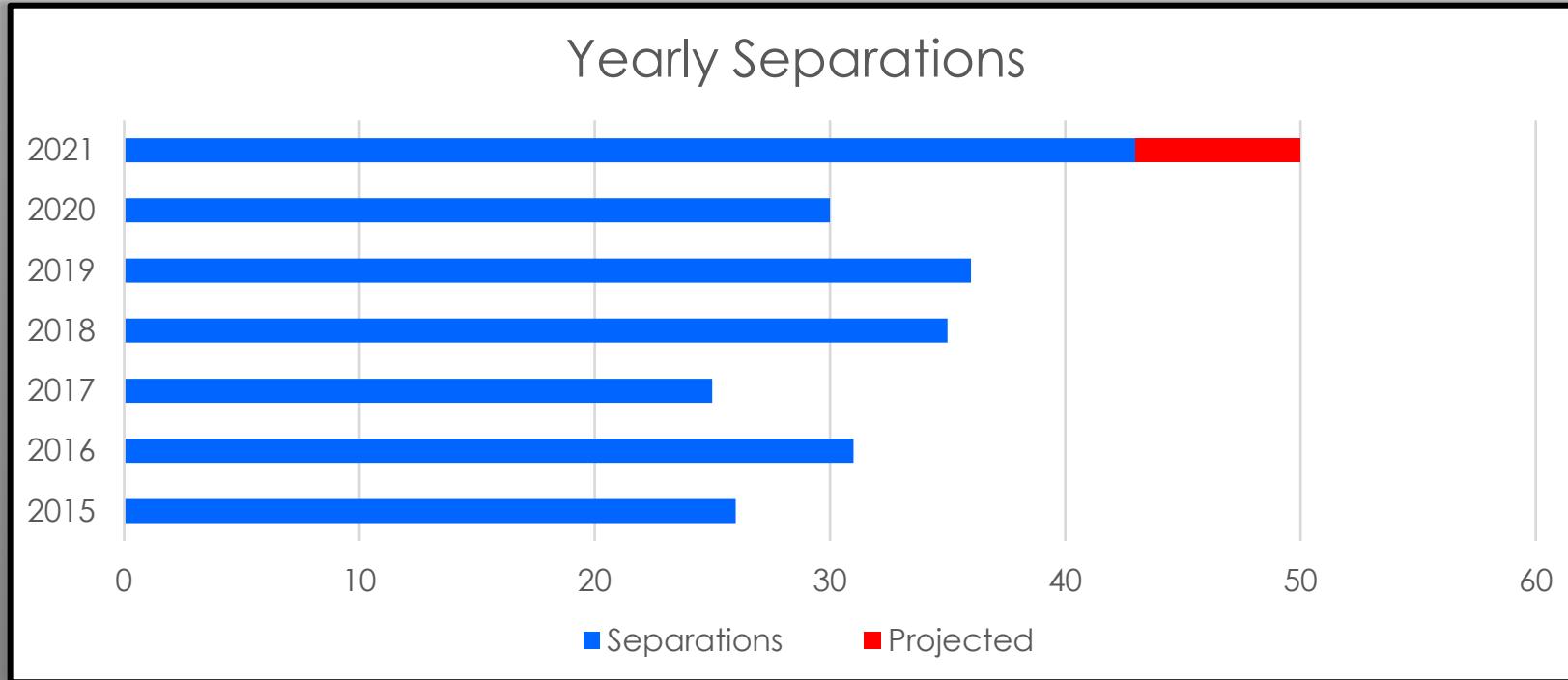
The city's current hiring model depends on meeting pre-set salary savings before hiring.

Current sworn staff: 563

*Sworn includes officers who have completed the police academy but may have not completed the Field Training Officer (FTO) process. This chart includes non-deployable sworn staff

PERSONNEL INFORMATION

Increased Separation



Note: The department anticipates higher separations than average in 2022 as realized in 2021



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Yearly Separations

2021	50 (43YTD)
2020	30
2019	36
2018	35
2017	25
2016	31
2015	26

PERSONNEL INFORMATION



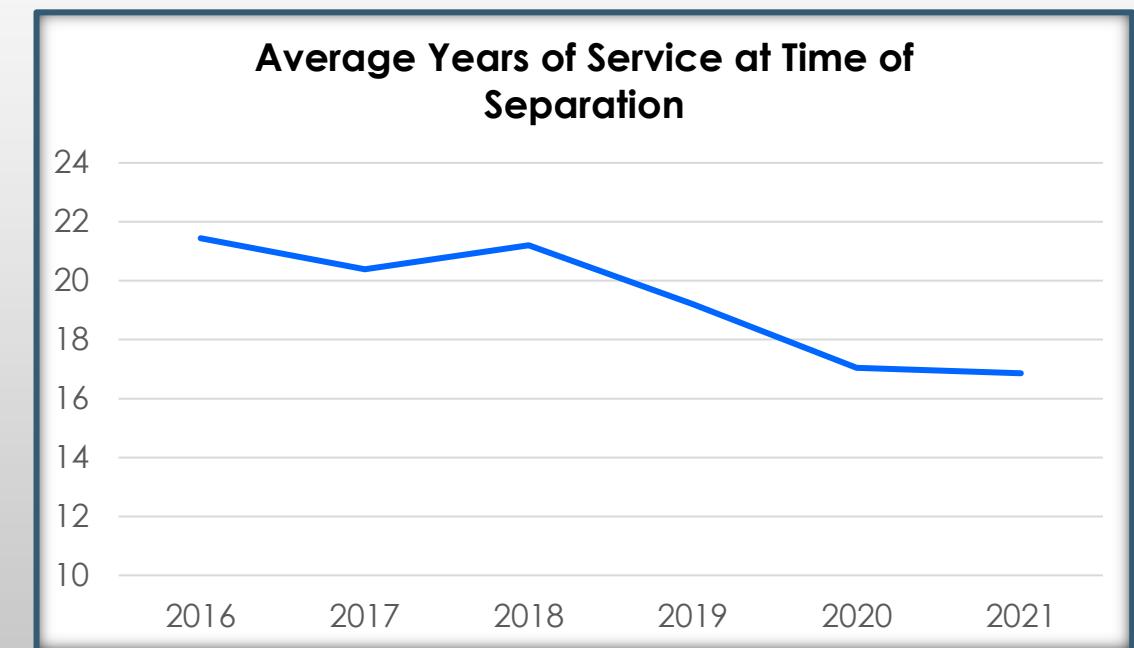
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Sworn Officer Separation Data

Year	2016	2017	2018	2019	2020	2021
Average years of service	21.44	20.39	21.20	19.2	17.04	16.85

Years Of Service	2016	2017	2018	2019	2020	2021
>5 years	2	1	1	4	2	6
6-10 years	1	1	1	4	4	7
11-15 years	2	3	2	2	7	4
16-20 years	4	6	11	4	2	7
21-25 years	3	7	7	6	3	8
26+	12	6	7	10	7	9
Year	2016	2017	2018	2019	2020	2021
Avg years of service	21.4	20.4	21.2	19.2	17.0	16.9



Years of service only include Saint Paul Police Department. No previous experience depicted. All officers with one year or less were omitted because of probationary year and academy resignations.

PERSONNEL INFORMATION



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Current total
Sworn: 563

Year	Authorized Strength
1997	569
1998	575
1999	581
2000	576
2001	576
2002	576
2003	563
2004	556
2005	562
2006	572
2007	602
2008	615
2009	615
2010	610
2011	610
2012	610
2013	610
2014	615
2015	615
2016	615
2017	620
2018	626
2019	635
2020	630
2021	620
2022	619

- The city's current hiring model is dependent on salary savings to pay for academy costs.
- Required salary savings proposed in 2022 is *\$2,032,948
- The city's current hiring model does not keep up with department separations. The department's current staffing level is equal to 2003, when the city had fewer residents than it does now.
- The police department has reached a record number of separations (43 YTD) in 2021. This number is projected to exceed 50 separations by year's end.
- The city's hiring model is unsustainable with current separation projections.

*City's proposed attrition is \$1,637,493 or \$2,032,948 with fringe.

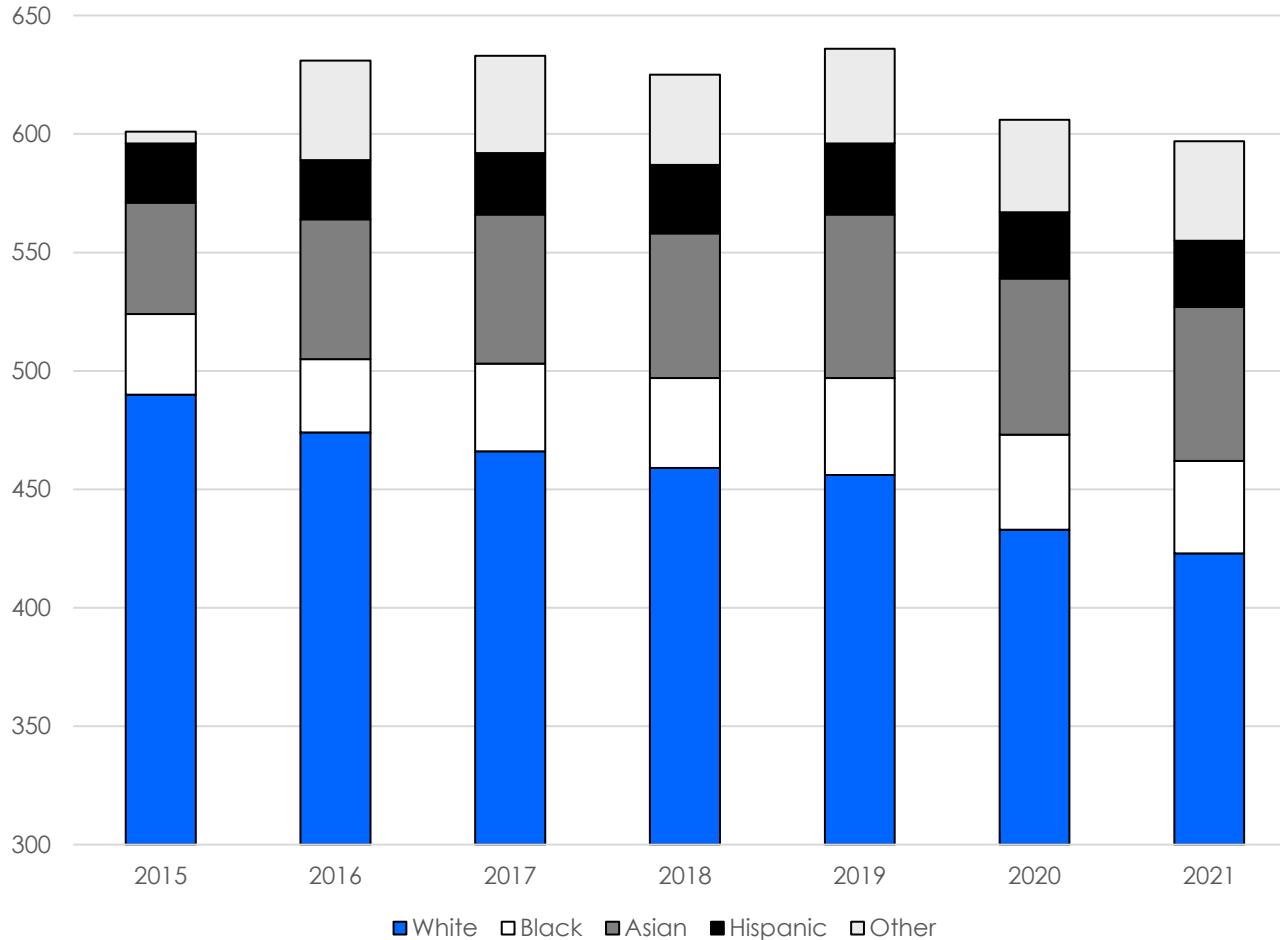
PERSONNEL INFORMATION



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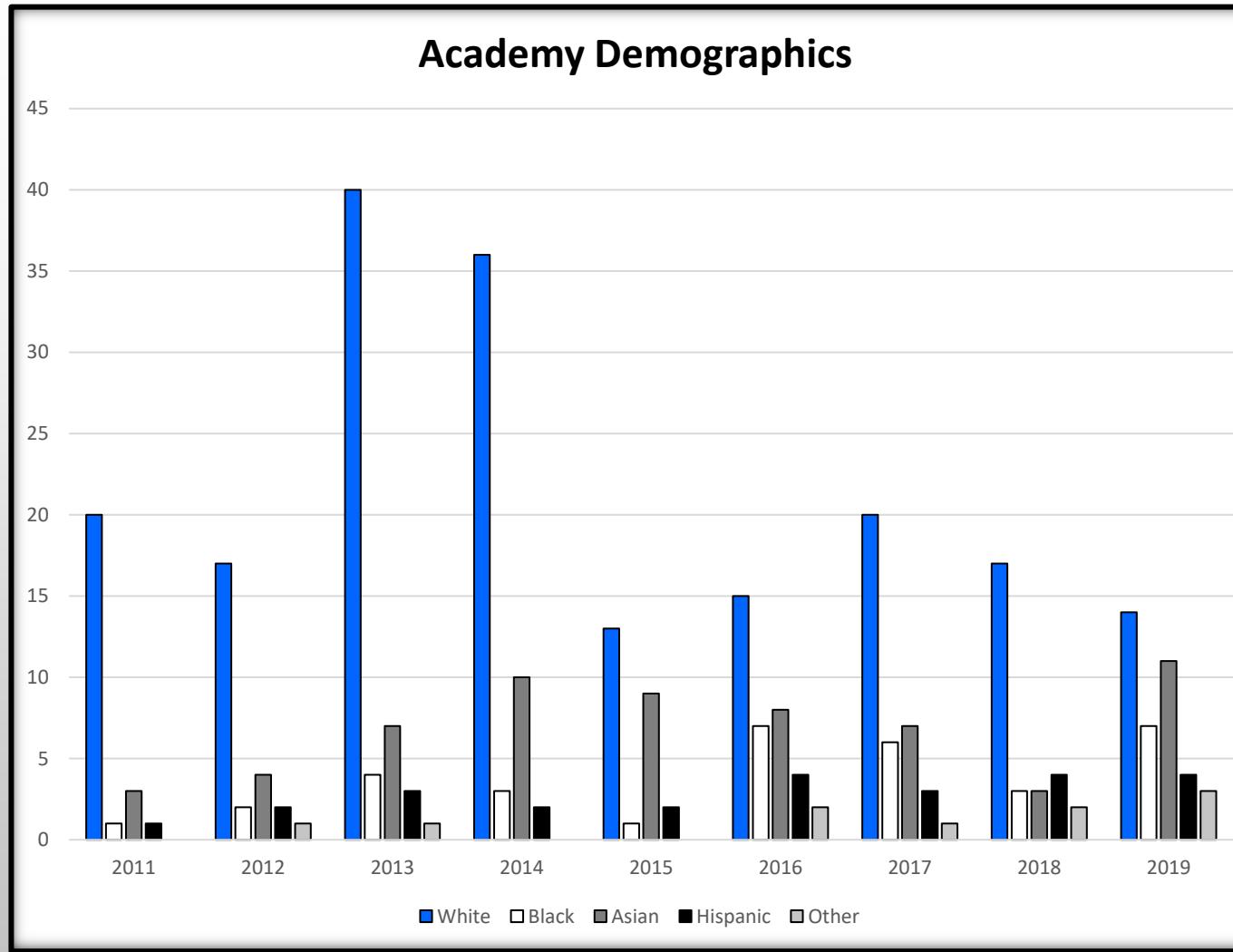
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Department Demographics



The department's demographics have continued to diversify with recruiting efforts, LECPA program, and working with community and non-profit organizations.

PERSONNEL INFORMATION



*Other includes Native American, Hawaiian, Pacific Islander, American Indian, Alaskan, or those identifying as two or more races



- The demographics of each academy continues to show police department efforts in diversifying its ranks.
- The last academy hired in 2019 was the most diverse academy in our history.
- Momentum to continue diversification was stalled with no 2020 police academy.
- The department lost multiple LECPA students eligible for hire to other departments because there was not an academy in 2020. Four students were hired by local police departments as sworn officers.



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POLICE PROPOSED STAFFING MODEL

POLICE PROPOSED STAFFING MODEL

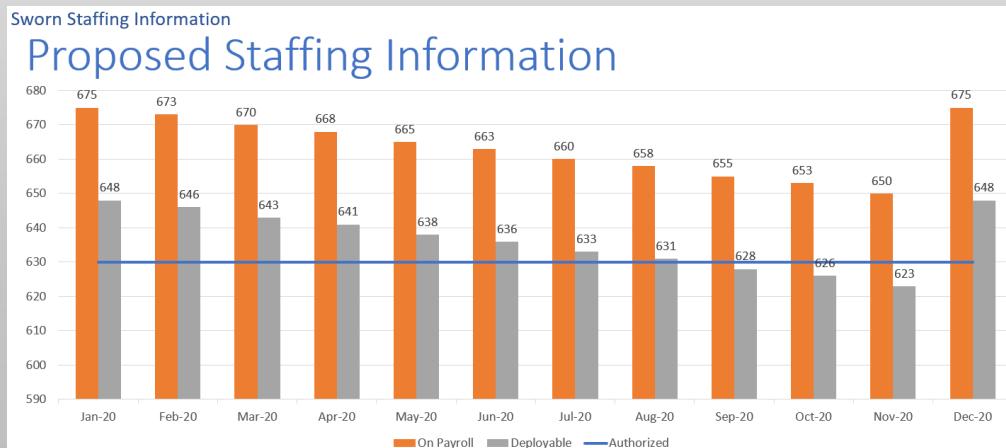


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- For the 2020 budget, the police department proposed a hiring model that would ensure the city's ability to maintain the authorized strength in the police department.
- The hiring model focuses on maintaining an authorized strength rather than making a salary attrition number.
- The model required the police sworn salary to be fully funded. This is not currently the case.
- In the 2022 proposed budget, the police department must first make salary savings to meet the more than *two million dollar attrition by not filling open positions. At the time the attrition is met, and the decision is made to hire, it takes 10 months train and certify a police officer for full duty.

*City's proposed attrition is \$1,637,493 or \$2,032,948 with fringe.



PROPOSED STAFFING MODEL



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Chief Axtell's Sworn Staff Hiring Model Proposal to the City Council

2022 Budget – City Council's Phase

- HISTORIC SWORN HIRING TIMELINE.....SLIDE 30
- PROPOSED THREE-YEAR HIRING MODEL TABLE.....SLIDE 31
- ATTRITION TRACKING MODEL.....SLIDE 32
- THREE-YEAR COST PROJECTION FOR THE MODEL.....SLIDE 33
- COPS HIRING GRANT INFORMATION.....SLIDE 34

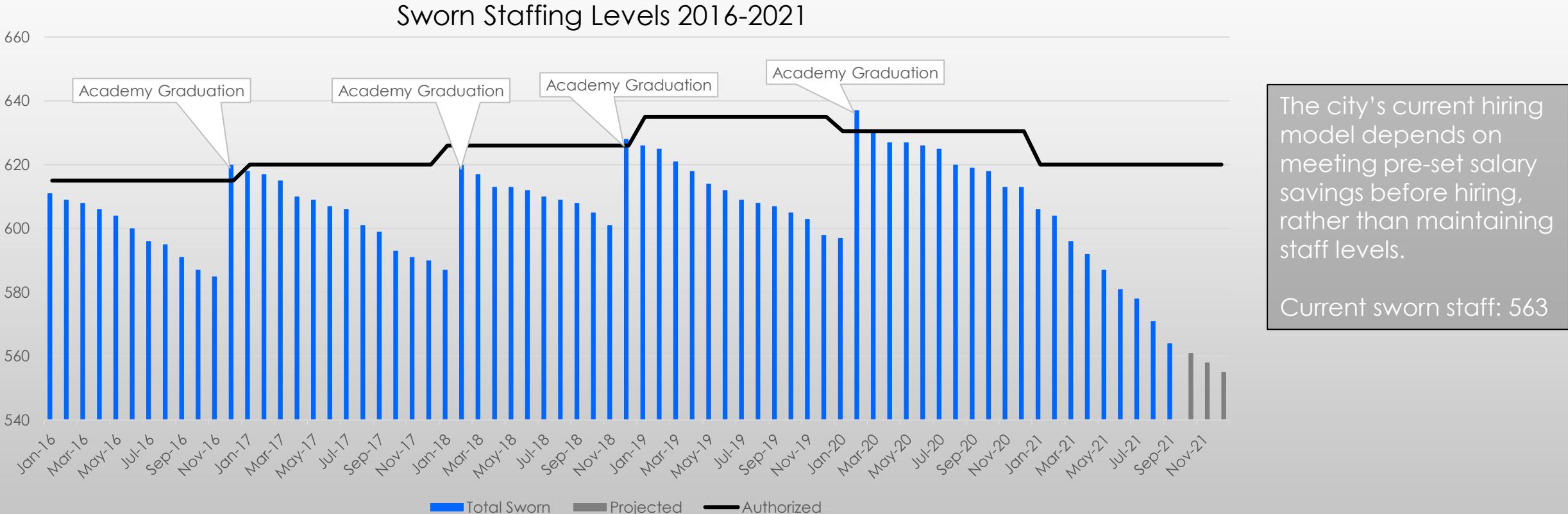
PROPOSED STAFFING MODEL



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Historical Sworn Hiring Model



*Sworn includes officers who have completed the police academy but may have not completed the Field Training Officer (FTO) process. This chart includes non-deployable sworn staff

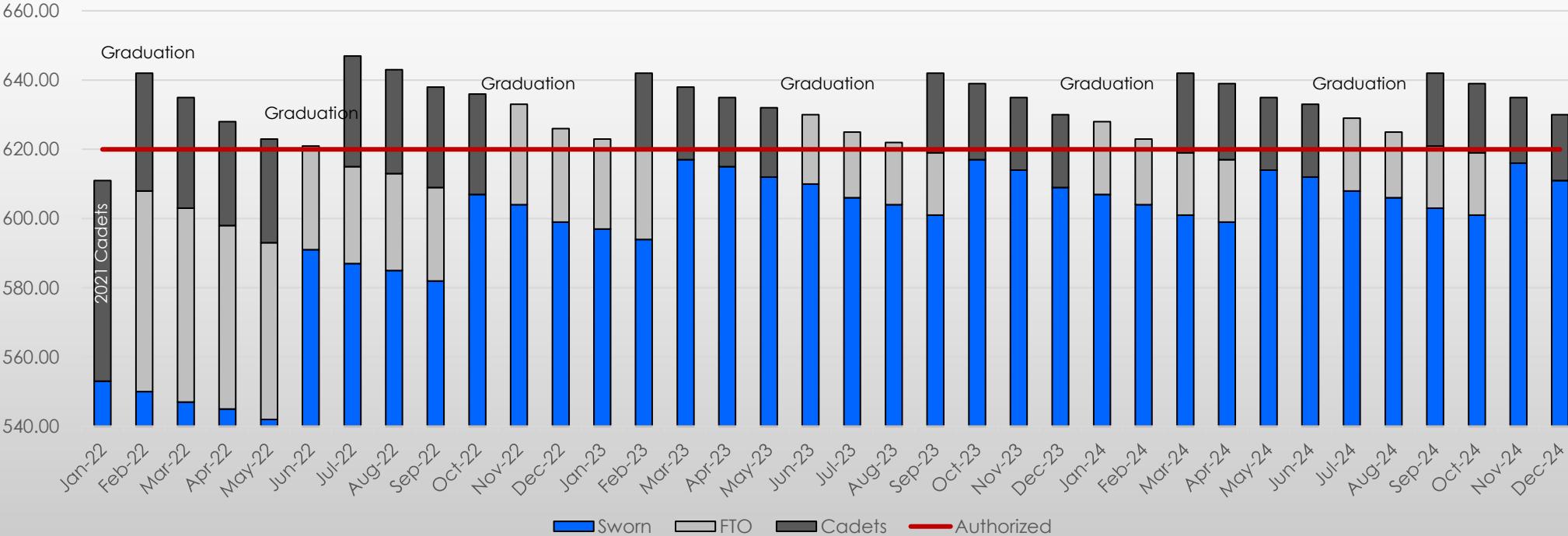
PROPOSED STAFFING MODEL



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**Chief Axtell's Proposed Hiring Model
2022-2024**



Note:

- Hiring begins with a job announcement eight months prior to an academy. Background phase takes approximately six months. Candidates are hired and begin the academy (depicted in navy). After four months they graduate and become sworn officers in field training for four months (depicted in green). After field training, officers are deployed as fully trained (depicted in aqua). The proposed hiring process becomes an automatic function to ensure hiring dates can be met. Adjustments can be made on dates and class size based on actual attrition.
- This model assumes an October 2021 police academy.

The proposed hiring model focuses on maintaining staffing levels. Attrition is the sum of salary savings minus hiring costs.

COPS hiring grant of \$1.2 million per year to offset academy costs.

PROPOSED STAFFING MODEL



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General Fund Budget 2021									
Salary Budget									
Salary Budget Per Pay Period 26									
Salary Budget .1 Pay Period									
Top Police Officer Pay				1st Year Officer				Attrition	
			45.94			32.28			2,394,649.01
									9,665,023
									2385208.06
606	PD Through		Actual/ Projected	Projected	Academy			Attrition	
606	Date	Budget	Projected	Seperation	Hires	Amount	Salary Savings	Achieved	(3,005,841)
606	1/1/2021 PP1	246,266	183,325		0	0	62,941	(2,942,900)	
606	1/15/2021 PP2	2,462,582	2,378,895		0	0	139,389	(2,866,452)	
605	1/29/2021 PP3	2,462,582	2,383,680	1.00	3,675	0	0	211,082	(2,794,759)
603	2/12/2021 PP4	2,462,582	2,358,430	2.00	7,350	0	0	308,608	(2,697,233)
601	2/26/2021 PP5	2,462,582	2,360,694	2.00	7,350	0	0	403,287	(2,602,554)
597	3/12/2021 PP6	2,462,582	2,359,449	4.50	16,538	0	0	499,211	(2,506,630)
595	3/26/2021 PP7	2,462,582	2,340,271	1.50	5,513	0	0	614,313	(2,391,528)
592	4/9/2021 PP8	2,462,582	2,336,785	3.50	12,863	0	0	732,820	(2,273,021)
586	4/23/2021 PP9	2,462,582	2,322,562	5.50	20,214	0	0	861,963	(2,143,878)
585	5/7/2021 PP10	2,462,582	2,310,531	1.00	3,675	0	0	1,006,805	(1,999,036)
583	5/21/2021 PP11	2,462,582	2,320,987	2.00	7,350	0	0	1,141,452	(1,864,389)
580	6/4/2021 PP12	2,462,582	2,301,190	3.00	11,026	0	0	1,302,845	(1,702,996)
577	6/18/2021 PP13	2,462,582	2,298,043	3.00	11,026	0	0	1,467,384	(1,538,457)
576	7/2/2021 PP14	2,462,582	2,296,195	1.50	5,513	0	0	1,633,771	(1,372,070)
574	7/16/2021 PP15	2,462,582	2,271,748	1.50	5,513	0	0	1,824,605	(1,181,236)
571	7/30/2021 PP16	2,462,582	2,261,952	3.00	11,026	0	0	2,025,235	(980,606)
569	8/13/2021 PP17	2,462,582	2,250,926	2.50	9,188	0	0	2,236,890	(768,951)
566	8/27/2021 PP18	2,462,582	2,241,738	2.50	9,188	0	0	2,457,734	(548,107)
561	9/10/2021 PP19	2,462,582	2,232,550	5.00	18,376	0	0	2,687,765	(318,076)
560	9/24/2021 PP20	2,462,582	2,214,174	1.00	3,675	0	0	2,936,173	(69,668)
624	10/8/2021 PP21	2,462,582	2,210,499	1.00	3,675	65	167,856	3,188,255	182,415
622	10/22/2021 PP22	2,462,582	2,374,680	2.00	7,350	0	0	3,276,158	270,317
621	11/5/2021 PP23	2,462,582	2,367,330	1.00	3,675	0	0	3,371,410	365,569
620	11/19/2021 PP24	2,462,582	2,363,654	1.00	3,675	0	0	3,470,338	464,497
619	12/3/2021 PP25	2,462,582	2,359,979	1.00	3,675	0	0	3,572,941	567,100
618	12/17/2021 PP26	2,462,582	2,356,304	1.00	3,675	0	0	3,679,219	673,378
617	12/31/2021 PP01	2,462,582	2,352,629	1.00	3,675	0	0	3,789,172	783,331
			54		65				
need to be at 612.5 by 11/1									
							cost per cadet	325,000	
							Salary Savings w/academy	458,331	
Academy									
	Cadets	Rate of Pay	Pay Periods	Total	Health	Fringe		458,331	
	65	32.28	6	1,007,136	16814	24.15%			
					273,228	243,223			1,732,937
Sworn Budget FTE									
					620				
					2020	14			
					projected	54			
Academy									
					65				
					Sworn FTE anticipated	617			
	Cadets	Cost Per Cadet					Background recruitment costs	Cadet Cost	
	65	5,000.00					209,350	325,000	534,350
							(cost already projected in column E)		
							Total PR and Cost		2,267,287

Proposed Staffing Model Foundation

The department has developed a table that provides the ability to track and predict, with great accuracy, attrition savings and employee separations to forecast when hiring can occur and associated hiring costs.

This tracking and prediction table creates the foundation for the three-year proposed hiring model.

PROPOSED STAFFING MODEL



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Proposed Hiring Model Costs

Three-year cost projection

	2022	2023	2024
Removal of Attrition*	3,732,954	-	-
Base salary increase w/fringe**	624,599	1,385,042	1,290,863
Academy cost for new recruits***	474,350	-	-
COPS hiring Program (CHP)	1,250,000	1,250,000	1,250,000
Net Change	3,581,903	135,042	40,863

*calculations assume permanent removal of attrition in 2022
**to maintain a consistent 620 officer deployment
***calculations assume the addition of 2022 academy cost will remain

Note: This slide depicts costs based on hiring projections in slide 31 and includes the proposed academy of 65 police officers in October 2021.

PROPOSED STAFFING MODEL



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COPS Hiring Program (CHP) Grant

- The CHP is designed to provide direct funding to cities for hiring officers to increase community partnerships and crime prevention efforts.
- Saint Paul first received this grant in 2015 and received \$1.25M over three years. This requires the city to maintain 612 officers.
- The CHP provides \$125,000 per officer over three years.
 - \$41,667 yearly per officer
- Department applied for 30 officers (June 2021). CHP would reduce city salary costs \$1,250,000 in 2022 with a total benefit to the city of \$3,750,000 over three years.
- Awards in 2021 could be leveraged partially for 2021 hires and the remainder would be hired in 2022.





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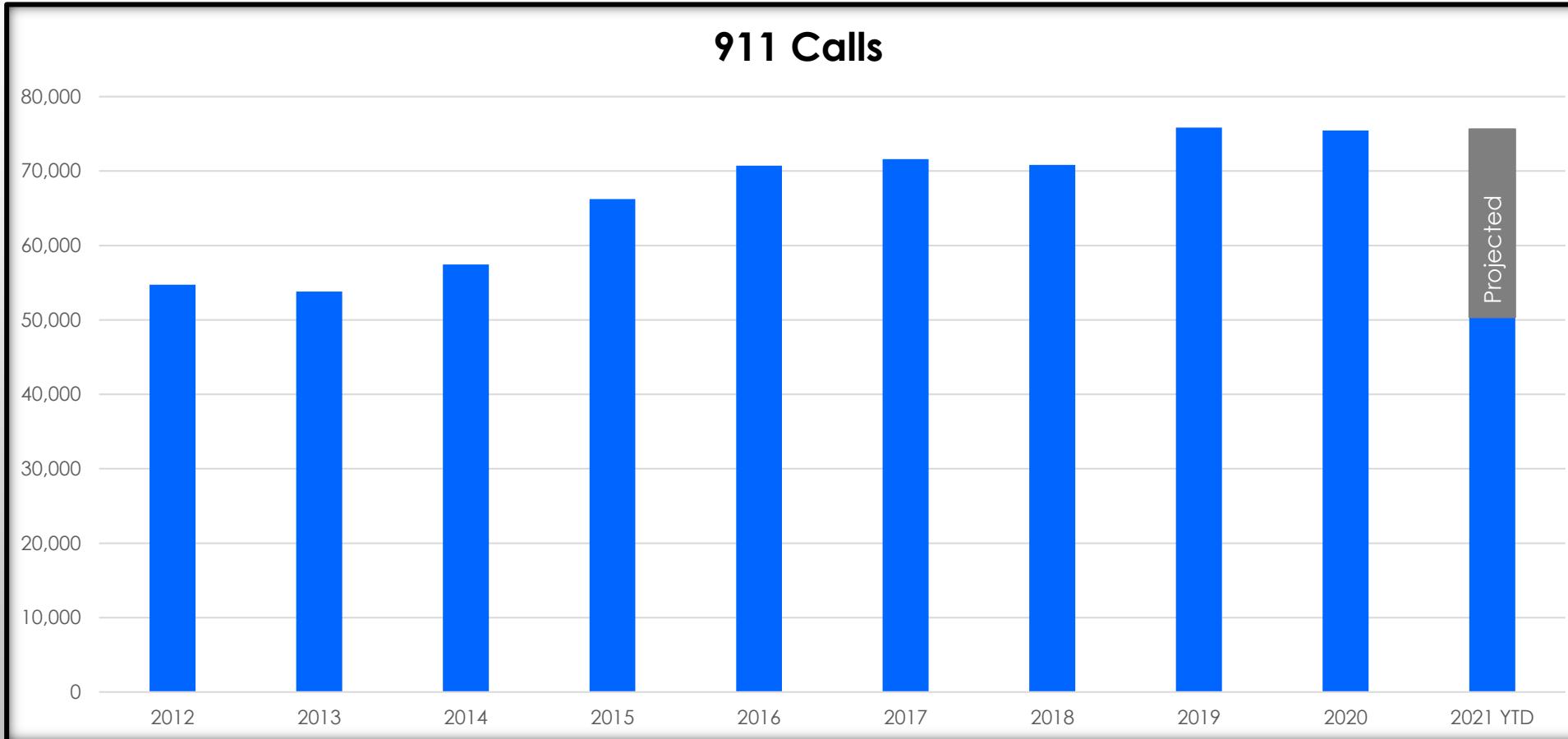
POLICE SERVICE DEMANDS

POLICE SERVICE DEMANDS



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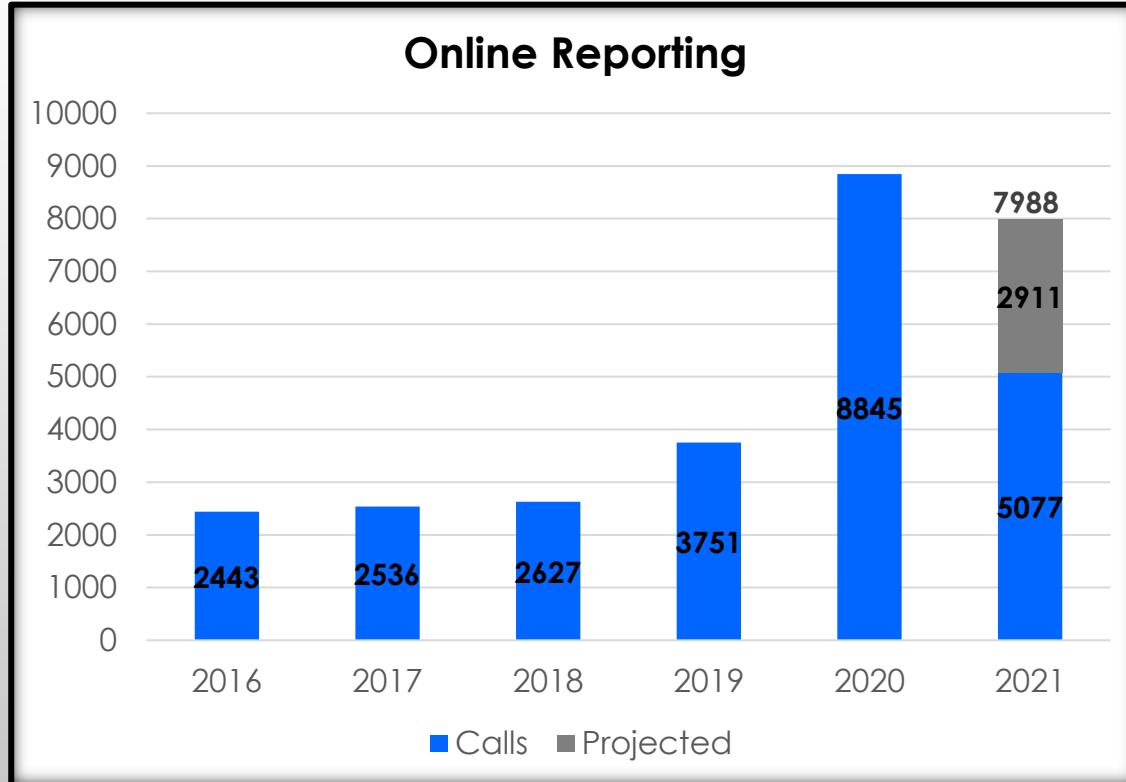


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Note: The online reporting program created a new method for victims of crimes to interact and file a report with the police department while reducing demand to the 911 system.

-Data through August 20, 2021.

Online Reports by Case Type

INCIDENT TYPE	2016	2017	2018	2019	2020	2021
THEFT	38.48%	41.68%	47.70%	48.25%	47.25%	57.30%
CRIMINAL DAMAGE	11.09%	9.23%	8.76%	10.00%	13.94%	11.74%
FRAUD	16.99%	16.84%	14.54%	14.82%	13.67%	14.08%
INVESTIGATE	7.90%	9.58%	7.61%	7.25%	9.40%	5.20%
BURGLARY	10.72%	9.27%	9.29%	8.69%	6.72%	4.55%
LOST MISS PROP	10.97%	10.13%	9.40%	6.24%	2.93%	3.19%
Other	3.85%	3.27%	2.70%	4.75%	6.11%	3.94%



Ramsey County ECC Priority System Definitions

(Priority call types depicted on slide 37)

- **Priority 2 – Crime In Progress**
 - Policy: Immediate dispatch required
 - Time out: 30 seconds
 - Examples: Suicide in Progress, Active Assault, Violent Domestic, Robbery in Progress, Burglary in Progress, Traffic Crash with Injuries, Weapons Complaint, etc.
- **Priority 3 – Crime Occurred in the last 20 Minutes**
 - Time out: 15 minutes
 - Examples: 911 Hang-up, Property Damage Traffic Crash, Fights, Domestic, Assault, Welfare Checks, etc.
- **Priority 4 – Report Calls**
 - Time out: 60 minutes
 - Examples: Disturbance (loud music), Civil Problem, Dangerous Conditions Harassment, Theft, Narcotics, Juvenile Problem, Fraud
- **Priority 5 – Administrative Calls**
 - Time out: 75 minutes
 - Examples: Parking Complaints, Abandoned Vehicles, Recovered Property Firework Complaints, Warrant Arrest, Recovered Stolen Vehicle



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Queue and Response 2016-2020

CITYWIDE QUEUE AND RESPONSE TIMES	2016	2017	2018	2019	2020
Priority 2	0:07:20	0:08:12	0:08:18	0:08:18	0:08:59
Priority 3	0:13:46	0:19:15	0:18:41	0:17:38	0:17:28
Priority 4	0:22:06	0:30:49	0:29:59	0:28:30	0:25:22
Priority 5	0:39:00	0:51:59	0:50:26	1:00:54	0:59:29

In 2020, victims waited 1 minute and 39 seconds longer than in 2016 for the most serious, Priority 2 calls.

In 2021 YTD, victims waited 1 minute and 54 seconds longer than in 2016 for the most serious Priority 2 calls.

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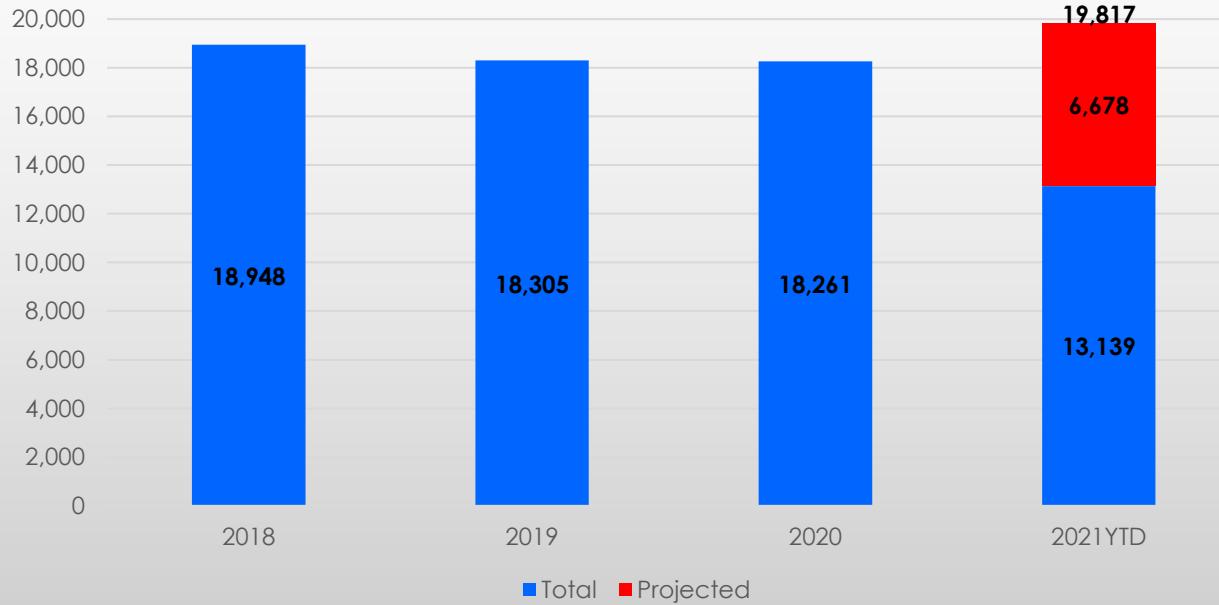


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Timed Out Calls for Service

Authorized Strength	
2018	626
2019	635
2020	630
2021	620
2022	619



Year	2018	2019	2020	2021 YTD (8/31)	2021 Projected
Priority 2	5,290	5,643	6,410	4,273	6,445
Priority 3	9,287	8,493	7,977	5,994	9,041
Priority 4	4,303	4,081	3,770	2,783	4,198
Priority 5	69	89	103	88	133

POLICE SERVICE DEMANDS

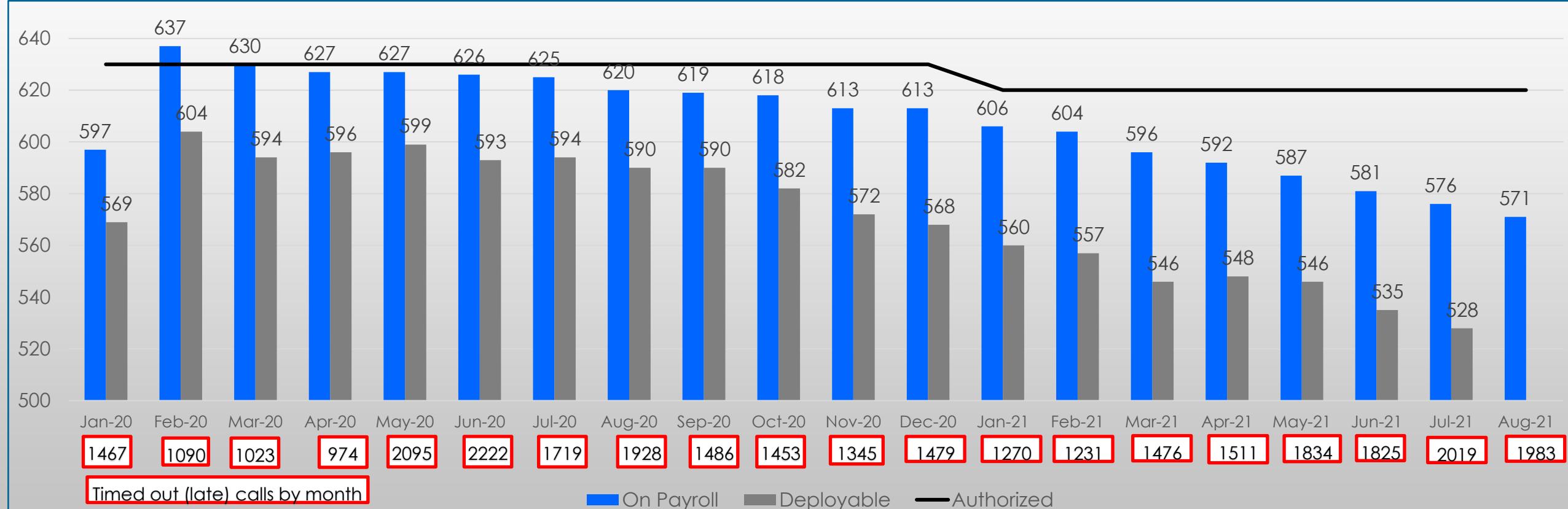


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Timed Out Calls for Service

The table below depicts timed out calls in relation to police sworn staffing



Note: Deployable are officers able to respond to the calls for service

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Part 1 Crimes YTD through August 31

	2016 YTD	2017 YTD	2018 YTD	2019 YTD	2020 YTD	2021 YTD	% Change '19 to '21
Homicide	13	16	11	14	22	22	57.1%
Rape	111	134	172	150	144	171	14.0%
Robbery	461	480	380	360	486	361	0.3%
Aggravated Assault	598	609	649	519	722	681	31.2%
Commercial Burglary	297	244	262	317	548	391	23.3%
Residential Burglary	1,087	1,301	936	1,099	957	745	-32.2%
Theft	3,654	4,294	3,726	4,286	4,586	5,114	19.3%
MVT	1,110	1,277	1,603	1,664	1,853	1,680	1.0%
Arson	N/A	N/A	N/A	79	145	149	88.6%
Crimes Against Person	737	776	836	683	888	874	28.0%
Crimes Against Property	6,609	7,596	6,907	7,726	8,575	8,440	9.2%

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Part 1 Crimes 2016 - 2021

	2016	2017	2018	2019	2020	2021 YTD
Homicide	19	22	15	30	34	22
Rape	184	217	277	236	196	171
Robbery	700	697	560	542	716	361
Aggravated Assault	1,067	1,060	1,089	946	1,246	681
Commercial Burglary	436	369	400	455	776	391
Residential Burglary	1,842	1,905	1,509	1,583	1,503	745
Theft	5,659	6,577	5,877	6,751	7,656	5,114
MVT	1,874	2,084	2,296	2,419	2,774	1,680
Arson	109	143	110	118	210	149
Crimes Against Person	1,270	1,299	1,381	1,212	1,476	874
Crimes Against Property	10,620	11,775	10,752	11,868	13,635	8,440

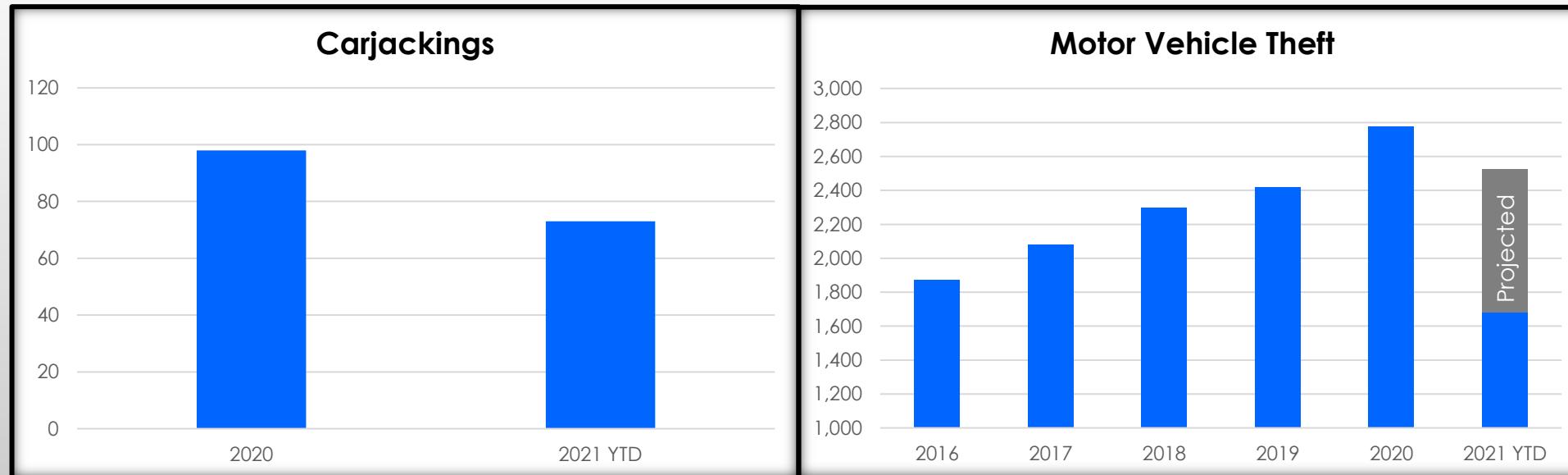
Source: 2020 SPPD Crime Report https://www.stpaul.gov/sites/default/files/2021-04/2020%20Crime%20Report_1.pdf

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Note: There is no carjacking data available prior to 2020 due to the low number of incidents.

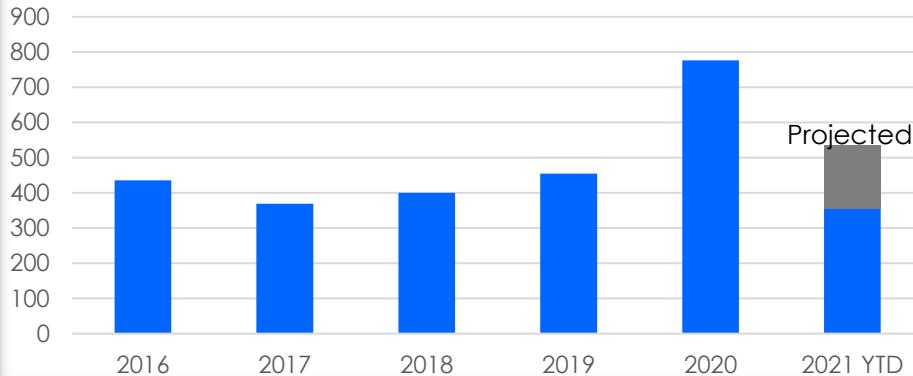
POLICE SERVICE DEMANDS



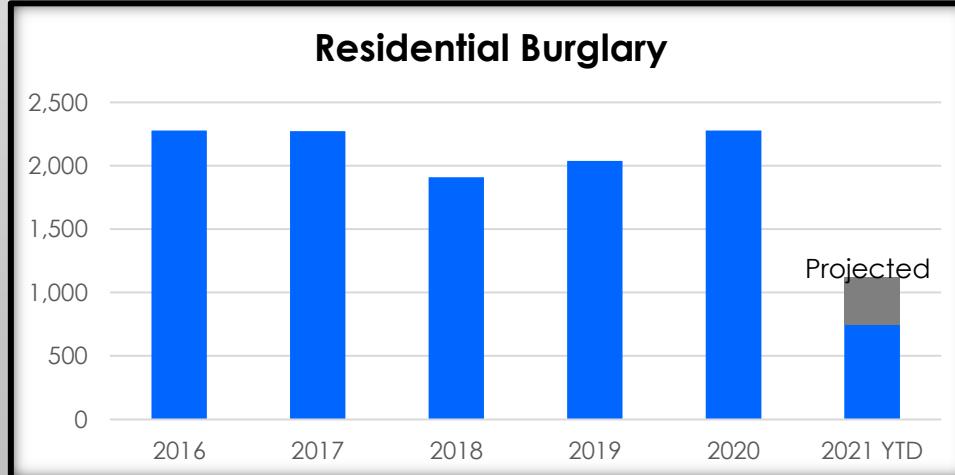
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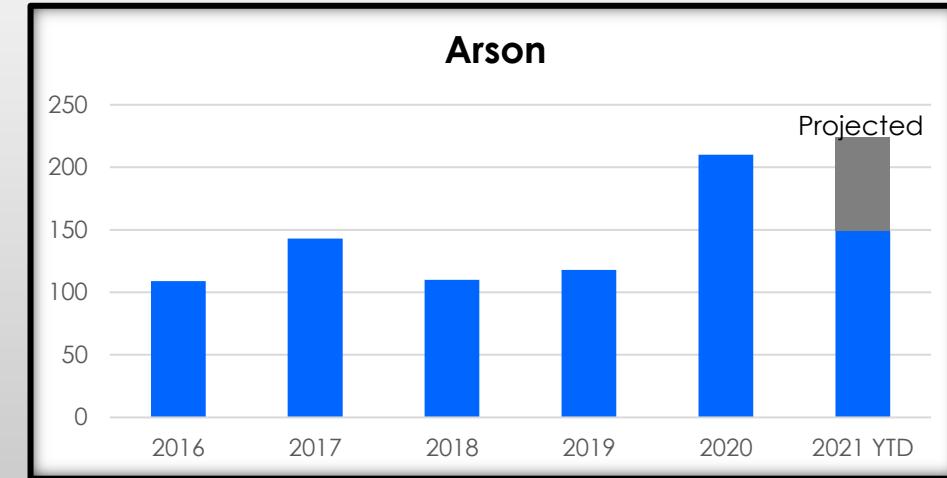
Commercial Burglary



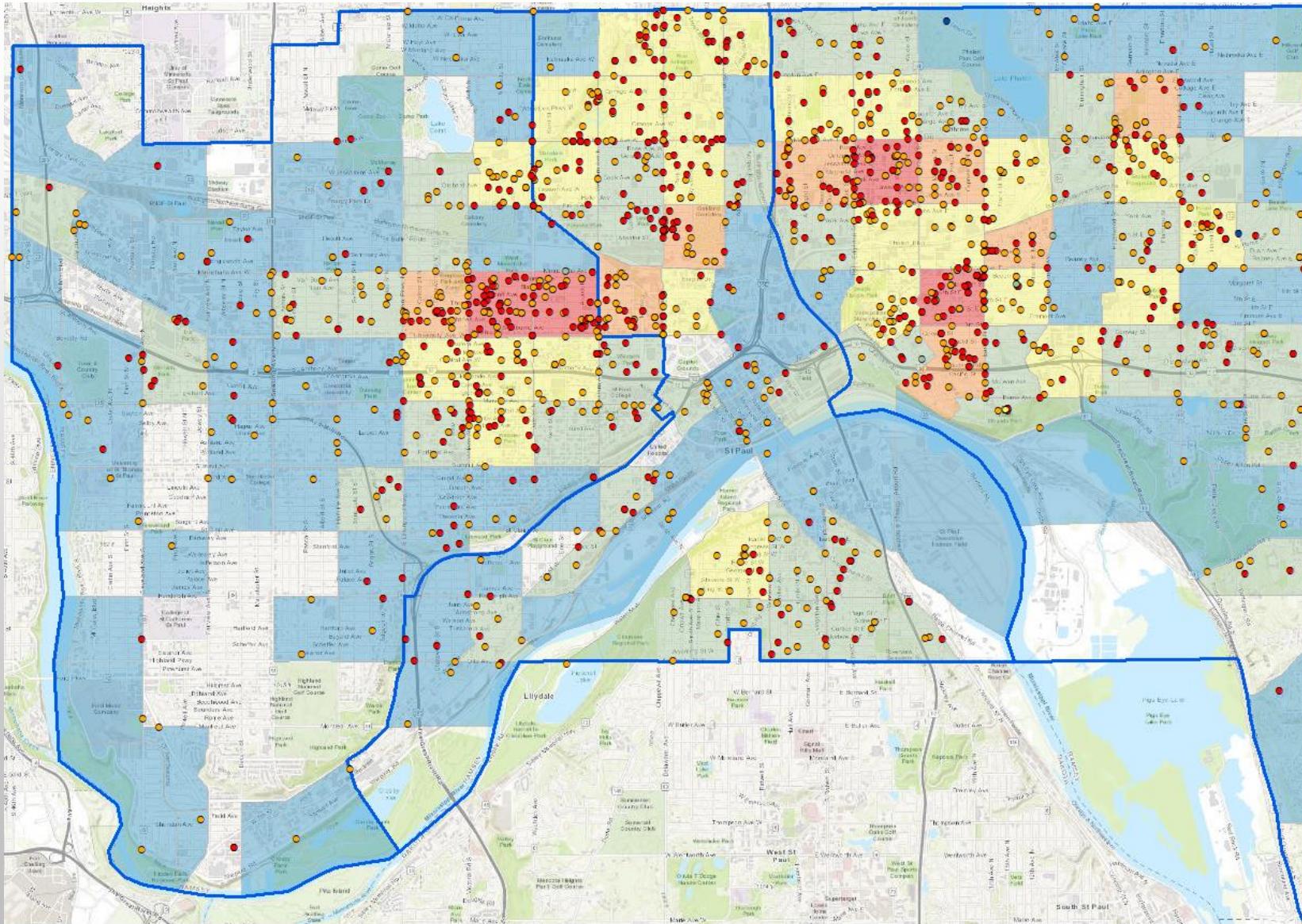
Residential Burglary



Arson



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Saint Paul Police 2022 Budget Presentation to City Council September 1, 2021



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Shots Fired 2021 YTD

Year-to-Date (August 31)

- 1,504 shots fired in 2021
- 1,457 shots fired in 2020
- 632 shots fired in 2019

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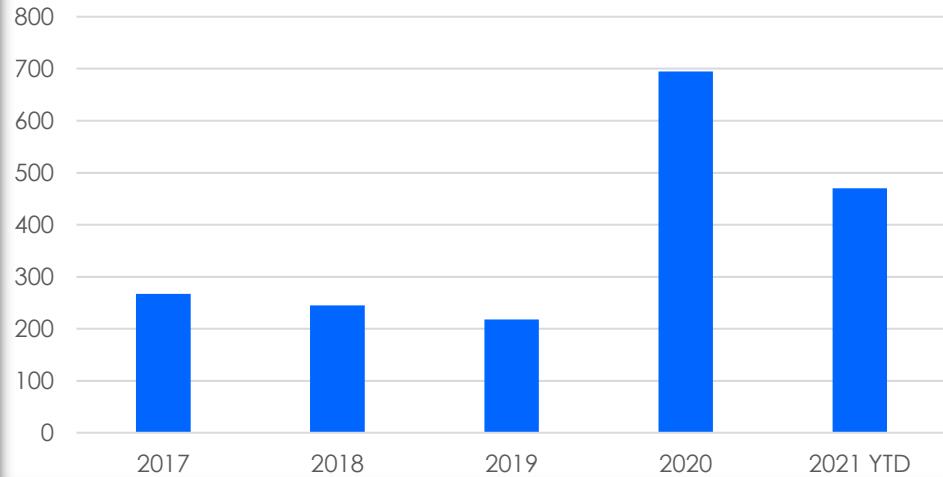
2021 YTD Numbers

Gun Crimes: **1,253**

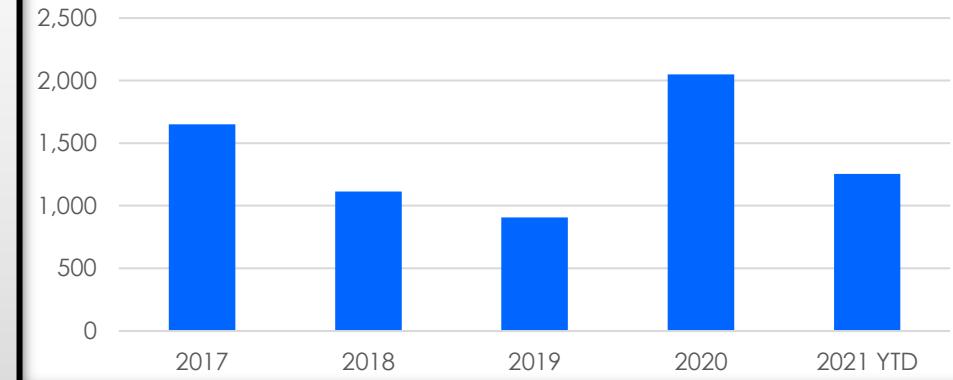
Part 1 Crimes involving a Firearm: **470**

Recovered Guns: **445**

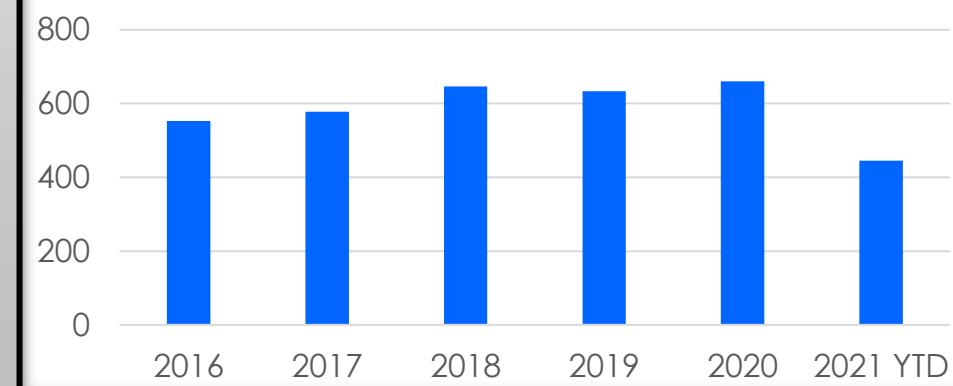
Part 1 Crimes Involving a Firearm



Gun Crimes



Recovered Guns



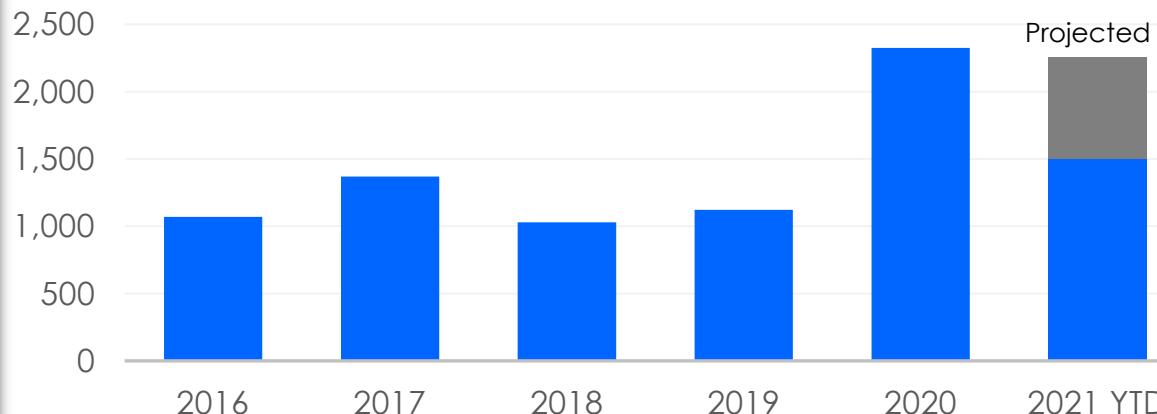
POLICE SERVICE DEMANDS



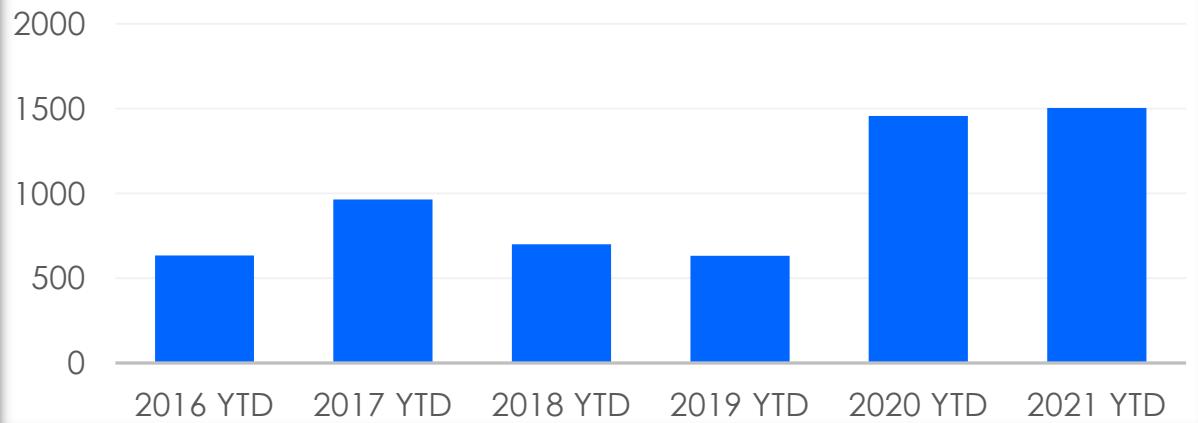
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Shots Fired



Shots Fired YTD August 31



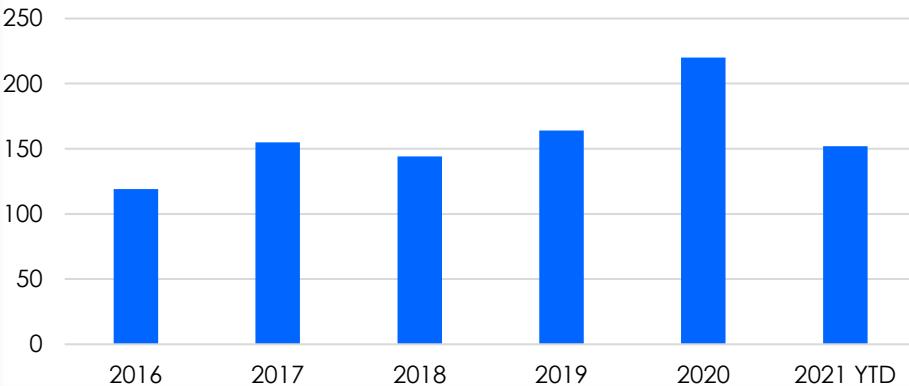
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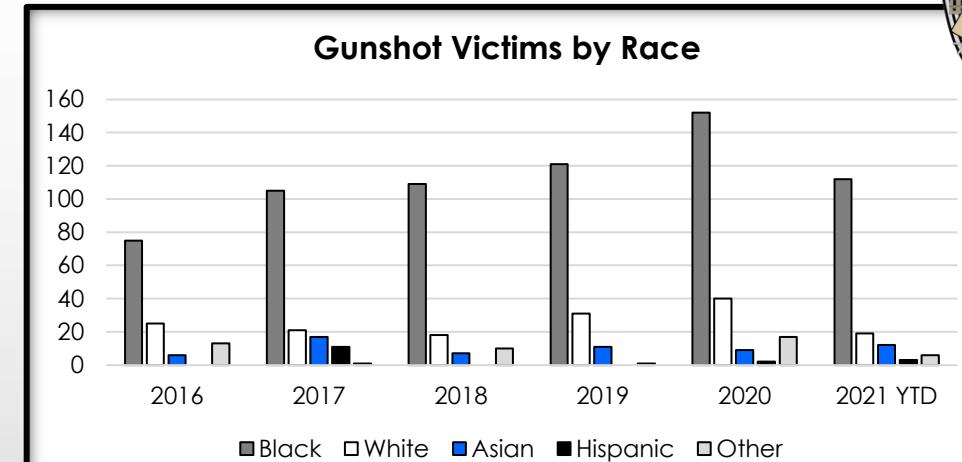


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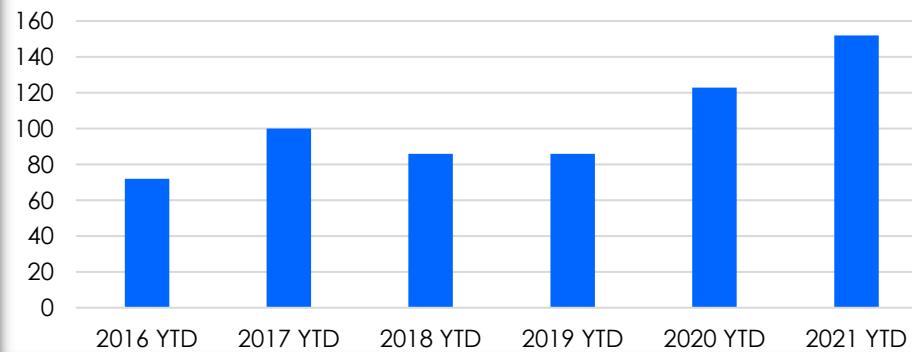
Gunshot Victims



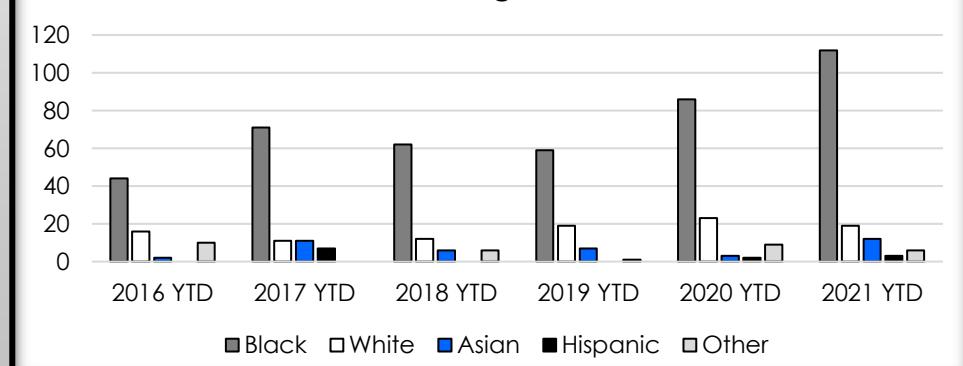
Gunshot Victims by Race



Gunshot Wound Victims
YTD August 31



Gunshot Victims by Race
YTD August 31

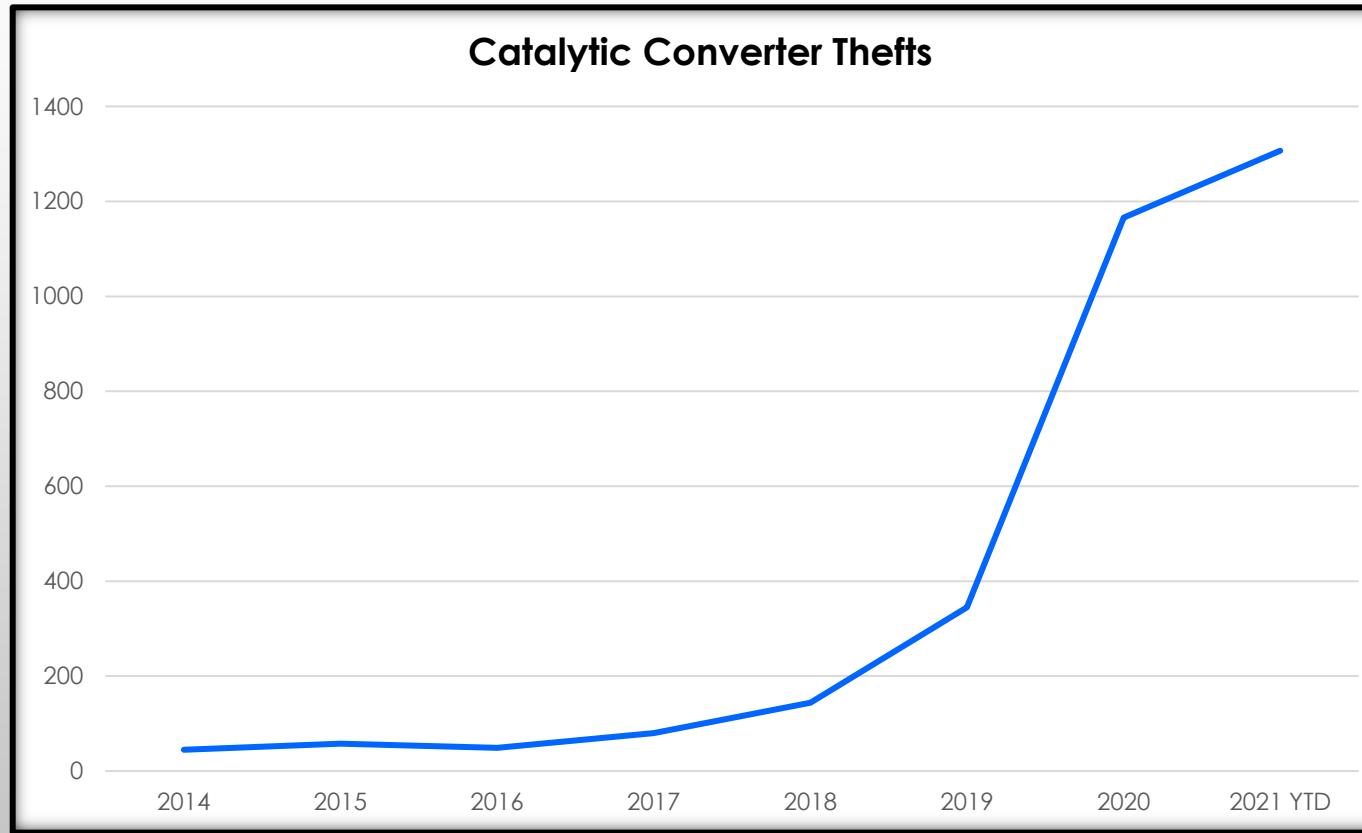


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Catalytic converter thefts have already surpassed the 2020 full year data.

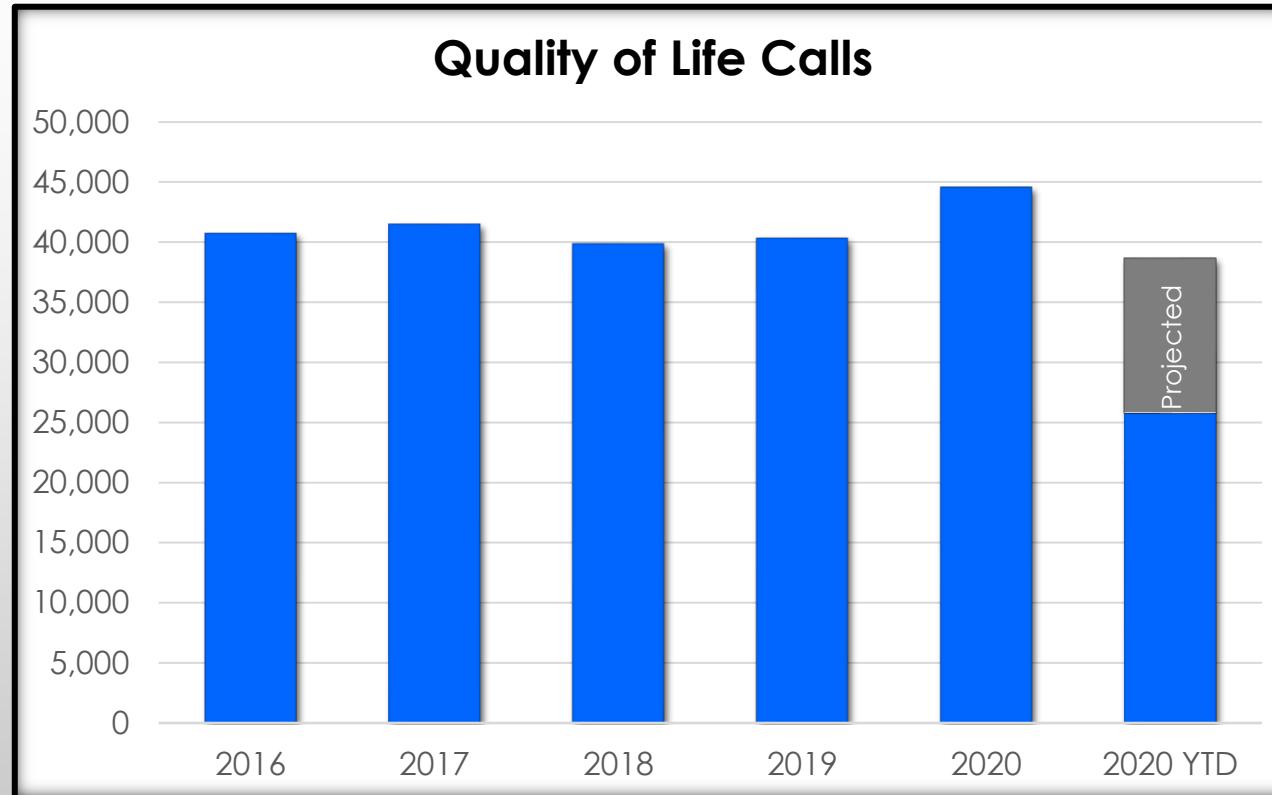
The department reports on average 165 per month and does not have the capacity to proactively prevent the crime increase.

POLICE SERVICE DEMANDS



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Quality of Life calls are commonly referred to as "nuisance crimes." These are violations that, left unchecked, may negatively impact the quality of life of an area.

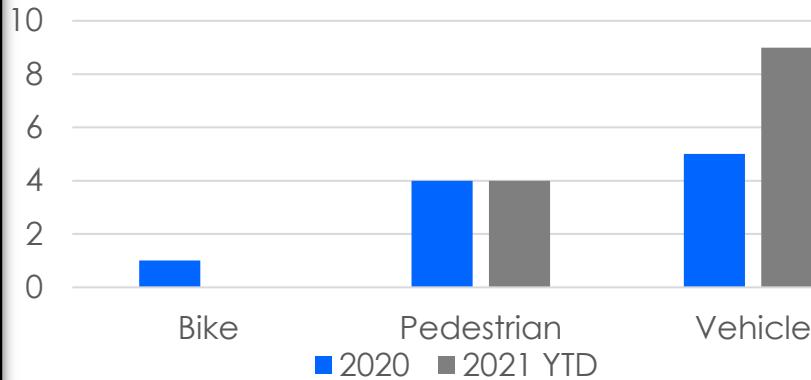
POLICE SERVICE DEMANDS



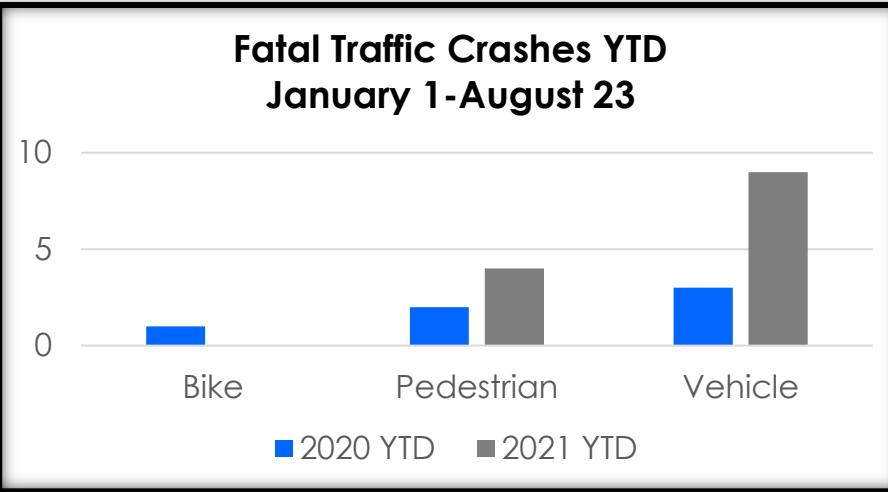
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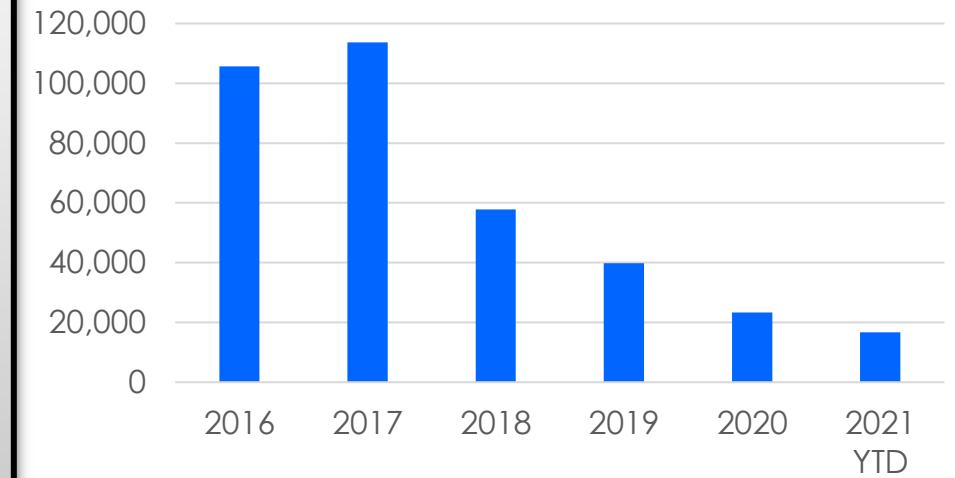
Fatal Traffic Crashes



**Fatal Traffic Crashes YTD
January 1-August 23**



Traffic Citations



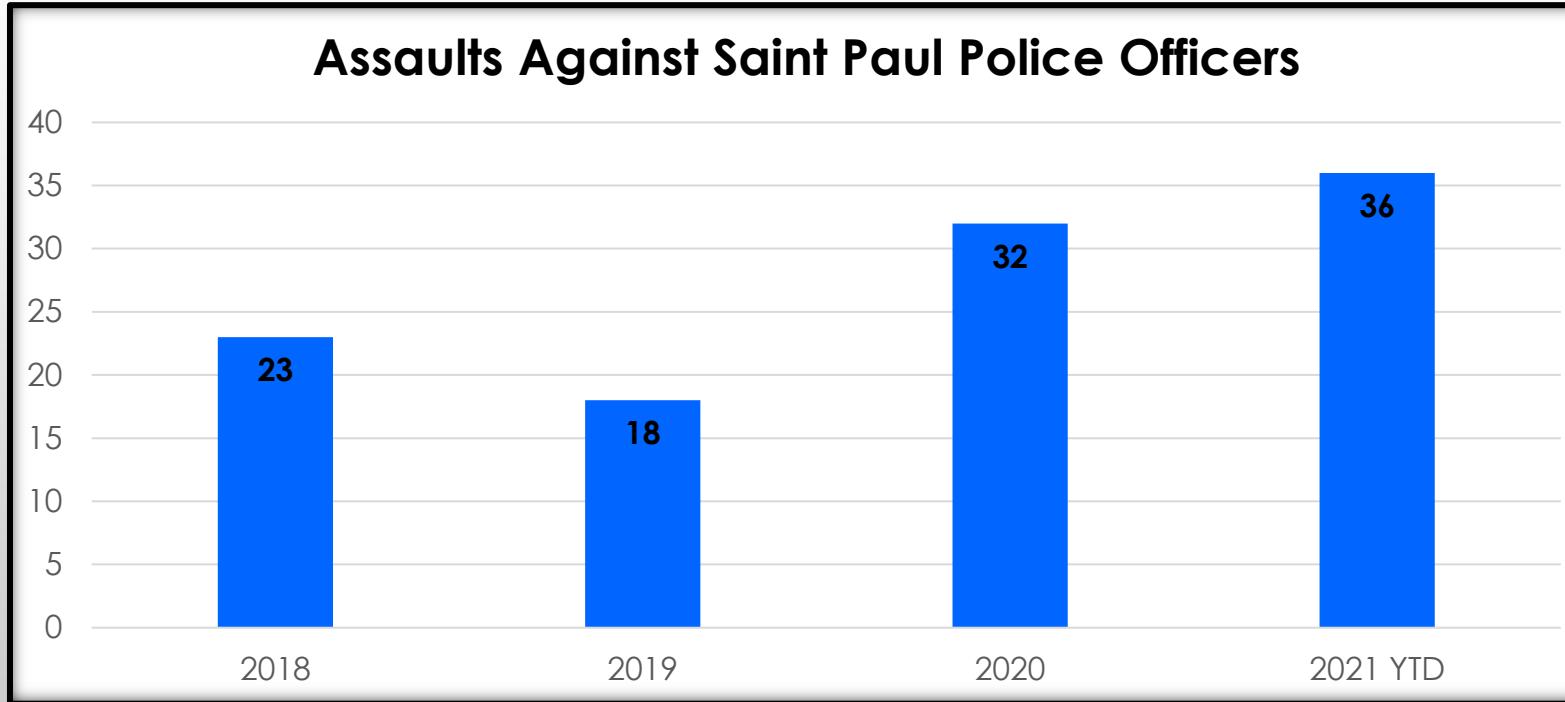
Traffic citations are declining in Saint Paul due to the Traffic and Pedestrian Safety Unit being reallocated to patrol to address staffing shortages.

POLICE SERVICE DEMANDS



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An assault of an officer is defined as a physical assault the officer if the assault results in demonstrable bodily harm or intentionally throws or otherwise transfers bodily fluids or feces at or onto the officer. (MN Statute 609.2231).

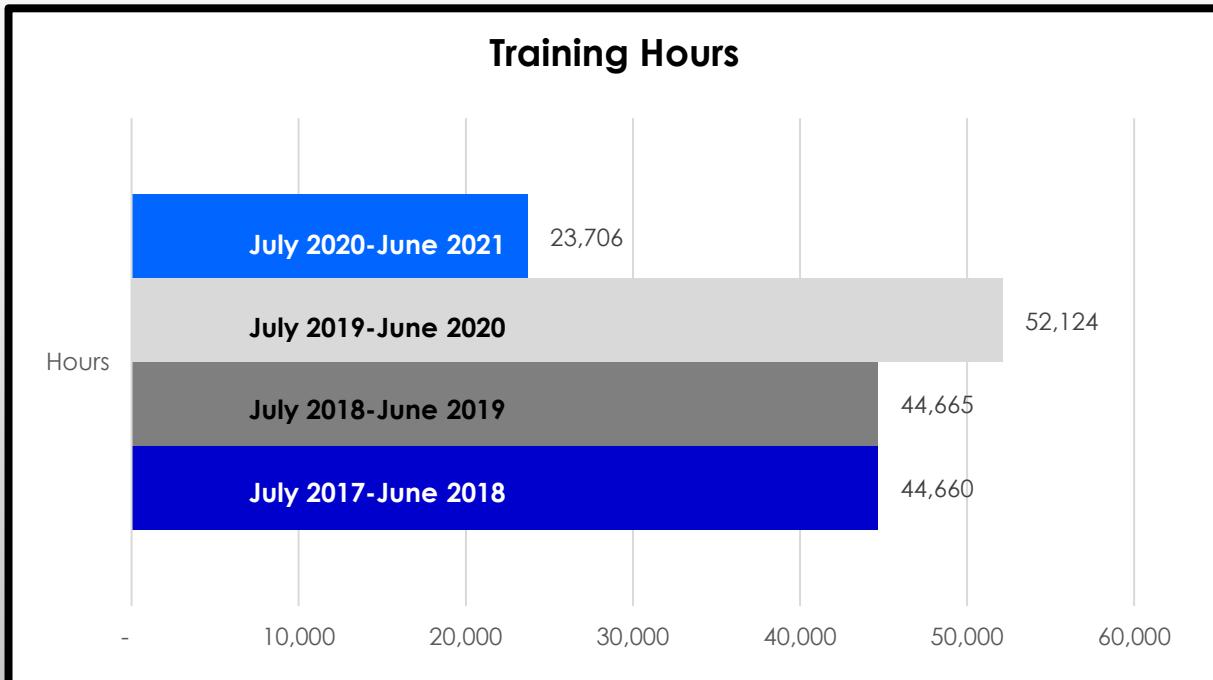
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Staffing shortages have significantly reduced officer training hours in 2021



Canceled Training

- Legal updates
- De-escalation
- Response to aggression
- Health and wellness
- Professional Development Institute (PDI)
- Scenario based training
- Equity and inclusion

What is Impacting Training

- Increasing workloads
- Department mobilization
- Low staffing levels

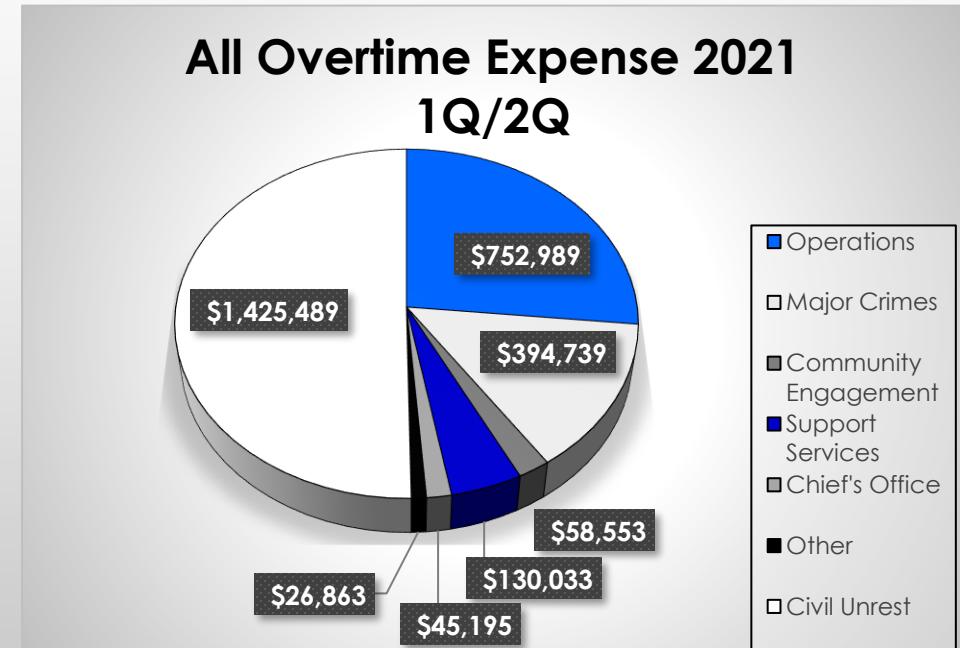
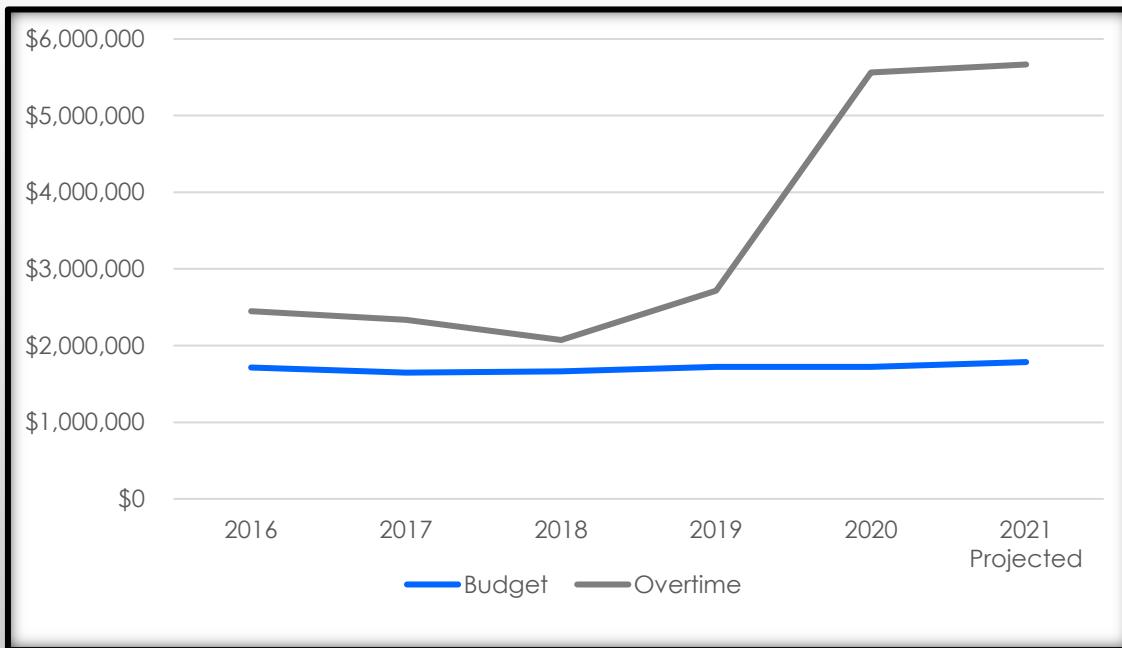
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Department Overtime



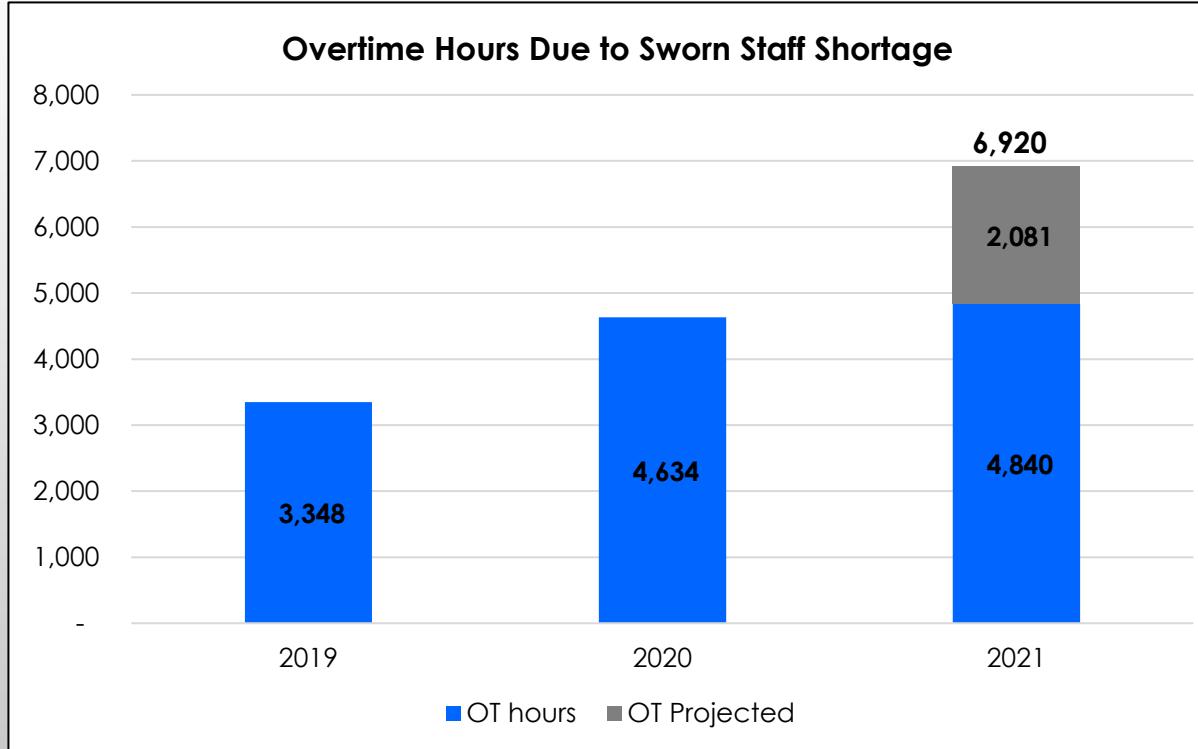
Overtime includes both overtime and cash out. 2020 includes full department mobilization in response to civil unrest after the murder of George Floyd, COVID deployment schedule, and national elections. 2021 includes mobilization for Brooklyn Center OIS, MPD murder trial of Chauvin. Further mobilization in 2021 may include Chauvin federal trial.

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	*Hours of Overtime Due to Sworn Staff Shortage			
	2019	2020	2021	2021 (Projected)
Canine	93	162	159	258
Central Patrol	1,065	1,424	1,040	1,688
East Patrol	934	1,505	1,570	2,547
West Patrol	1,229	1,539	1,497	2,428
Total	3,348	4,634	4,840	6,920

With record sworn separations, staff shortages and no academy in 2020, have led to officers working more overtime to staff patrol and respond to calls for service.

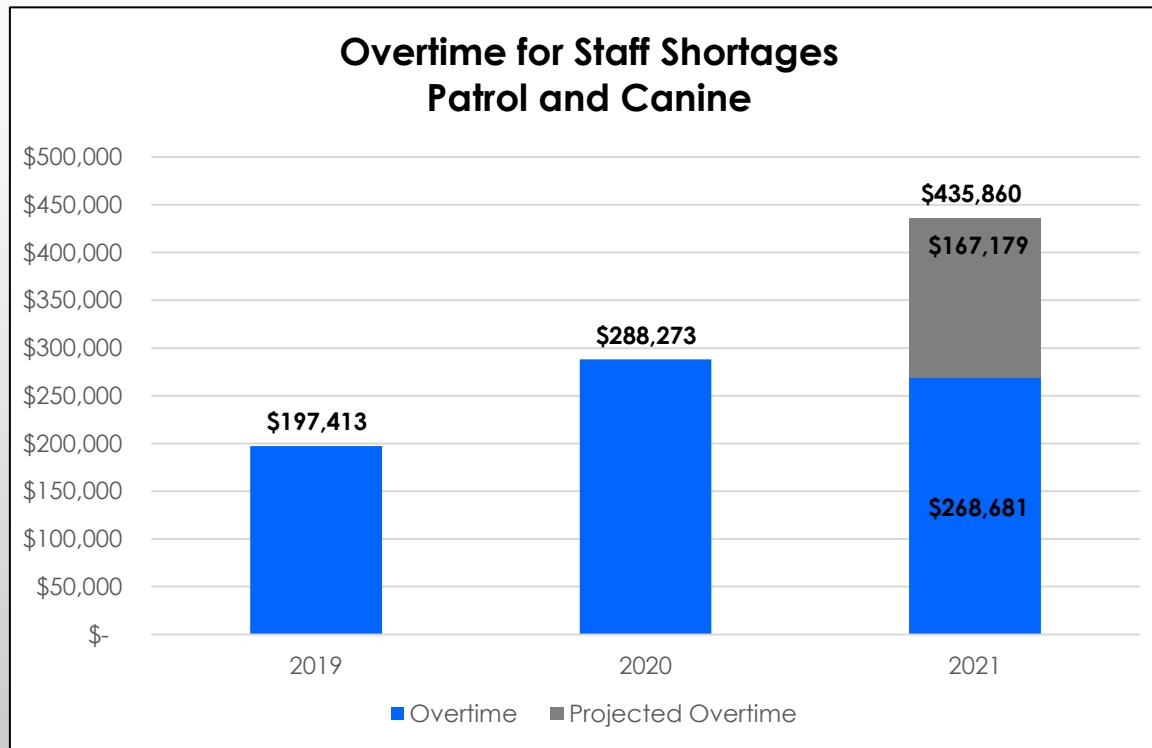
- *Hours of overtime only include the patrol function of the department and only hours associated with staff shortages.
- Actual time reflects through August 13, 2021

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With record sworn separations, staff shortages and no academy in 2020, have led to officers working more overtime to staff patrol and respond to calls for service.

Department staff shortages result in forced overtime to staff and provide police services.

- Overtime for staff shortages only reflects patrol and canine officers through August 13, 2021.
- Overtime hours include only hours marked as "Staff Shortage" or "Holdover." Overtime includes paid overtime and the value of overtime hours taken as Comp hours. Comp hours are overtime hours that an officer can save and cash in at a later time.

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Investing in our Guardians

Employee Assistance Program (EAP)

- Investments into the health and wellbeing of police staff
- 1 in 5 officers have voluntarily used wellness resources
- Counselors and therapists are provided for critical incidents
- Provides resources for units dealing with emotionally challenging investigations

Annual Wellness Check-In

- Chief Axtell's wellness initiative to provide mandatory wellness consultations to all sworn staff. An unprecedented investment into the officers' mental health

Wellness check-in will be a \$65,000 investment above the Employee Assistance Program

	2019	2020	2021 Projected
Employee Assistance Program and Wellness Program	\$57,592	\$67,241	\$119,602
Current Identified Funding	\$40,797	\$40,797	\$40,797
	-\$17,095	-\$26,444	-\$78,805

***2021 includes year-to-date costs with projected costs through the year. 2021 is the first year of Wellness Program**

FINAL REPORT OF
THE PRESIDENT'S TASK FORCE ON
21ST CENTURY POLICING

MAY 2015

PILLAR 6. OFFICER WELLNESS & SAFETY

The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety.

POLICE SERVICE DEMANDS



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Investigator Workload

	2016	2017	2018	2019	2020 (Projected)	2021 Investigators	2021 Cases/ Inv per year	2021 Cases/ Inv per day
Homicide	3385	3571	2643	2597	3348	3192	17	187.77
Family Violence	2534	2923	3342	3298	3595	3469	8	433.65
Sex Crimes	1936	1805	2241	1788	1424	1765	9	196.08
Auto Theft	2761	3078	1963	2045	2118	4039	3	1346.37
Burglary	2406	2458	3448	3582	4288	1603	5	320.58
Arson	132	217	134	157	296	406	1	406.32
Gang	1776	2089	1483	1319	1959	1933	8	241.68
East Investigations	3706	4506	3437	3417	3025	3035	2	1517.68
Central Investigations	3915	4360	3803	3349	3095	3146	2	1572.77
West Investigations	4937	5878	4850	6234	3763	3254	2	1627.00
COAST		1479	1434	1251	1185	2040	3	680.07
Narcotics	951	976	1122	917	826	776	5	155.30
VICE	107	148	144	144	772	1203	1	1203.47

- Homicide, Sex Crimes, Family Violence, Auto Theft, Burglary have been fully staffed by not filling other positions in the department.

- The department is 57 employees below its authorized strength, yet the investigative caseload continues to grow.

- Approximately 70 cold cases (death investigations) exist with most of the cases over 30 years old.

The International Association of Chiefs of Police suggest that a detective caseload between 120 and 180 cases per year is manageable.

Jan. 2017

POLICE SERVICE DEMANDS

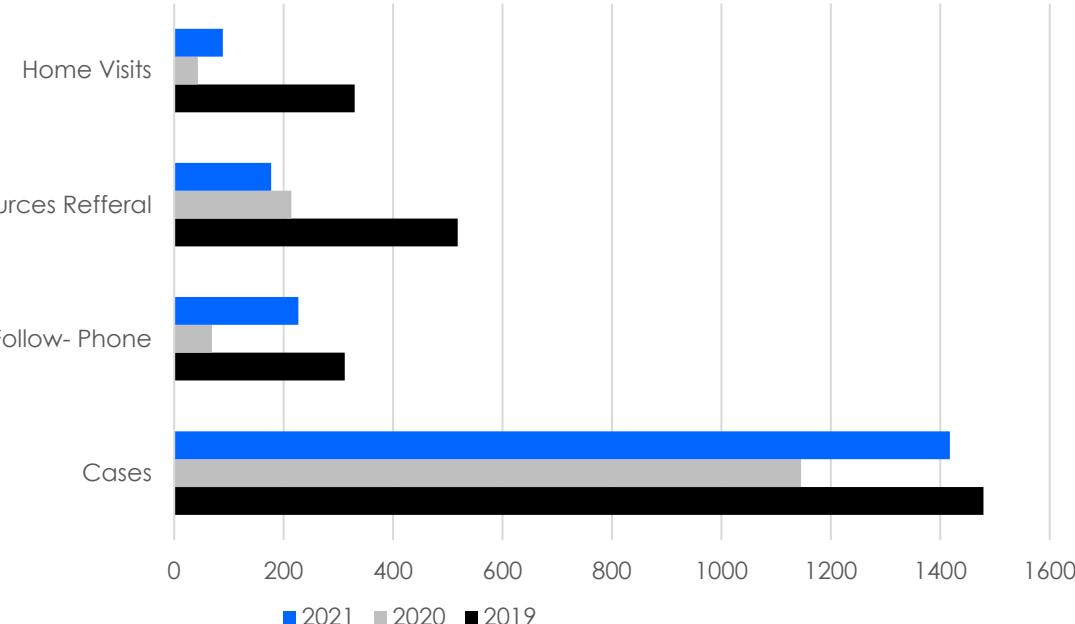
Community Outreach and Stabilization Unit



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COAST Unit Workload



Year	Cases
2019	1479
2020	1146
2021	1418

POLICE SERVICE DEMANDS

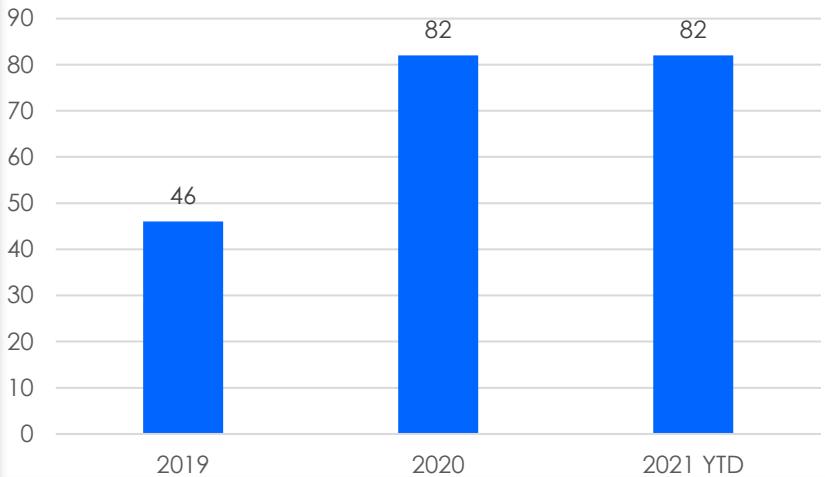


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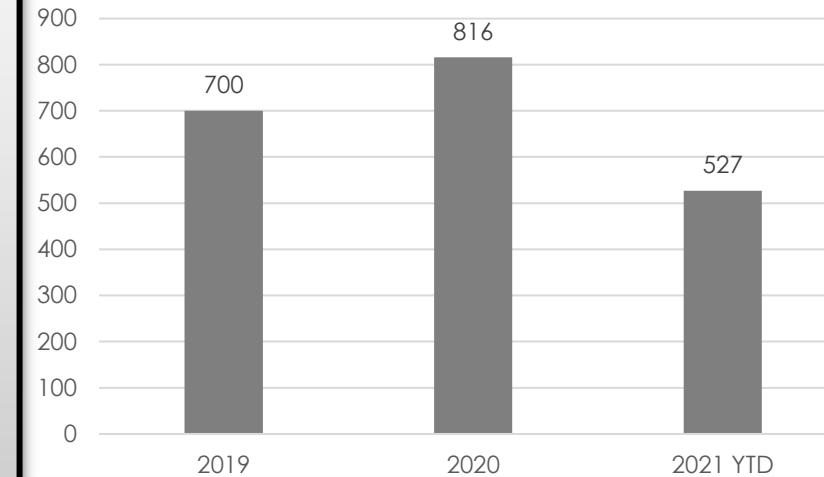
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Community Outreach and Stabilization Unit

Fatal Overdoses



Non-Fatal Overdoses



- 2020 overdoses were up 78% from 2019
- 2021 projections indicate 109 overdoses or 32% increase from 2020
- Overdoses from 79% of overdoses in Saint Paul included opioids

NOTE: Fatal overdoses must be confirmed by the medical examiner. Confirmation can take two to three months.



Community Outreach and Stabilization Unit

Demand and expectations continue to grow even though department staffing shortages have reduced COAST by 50%

2019

- 1 Sergeant: Unit Coordinator
- 6 Officers: Mental Health Resource Team and Overdose Outreach
- 1 Officer: Homeless Outreach Program

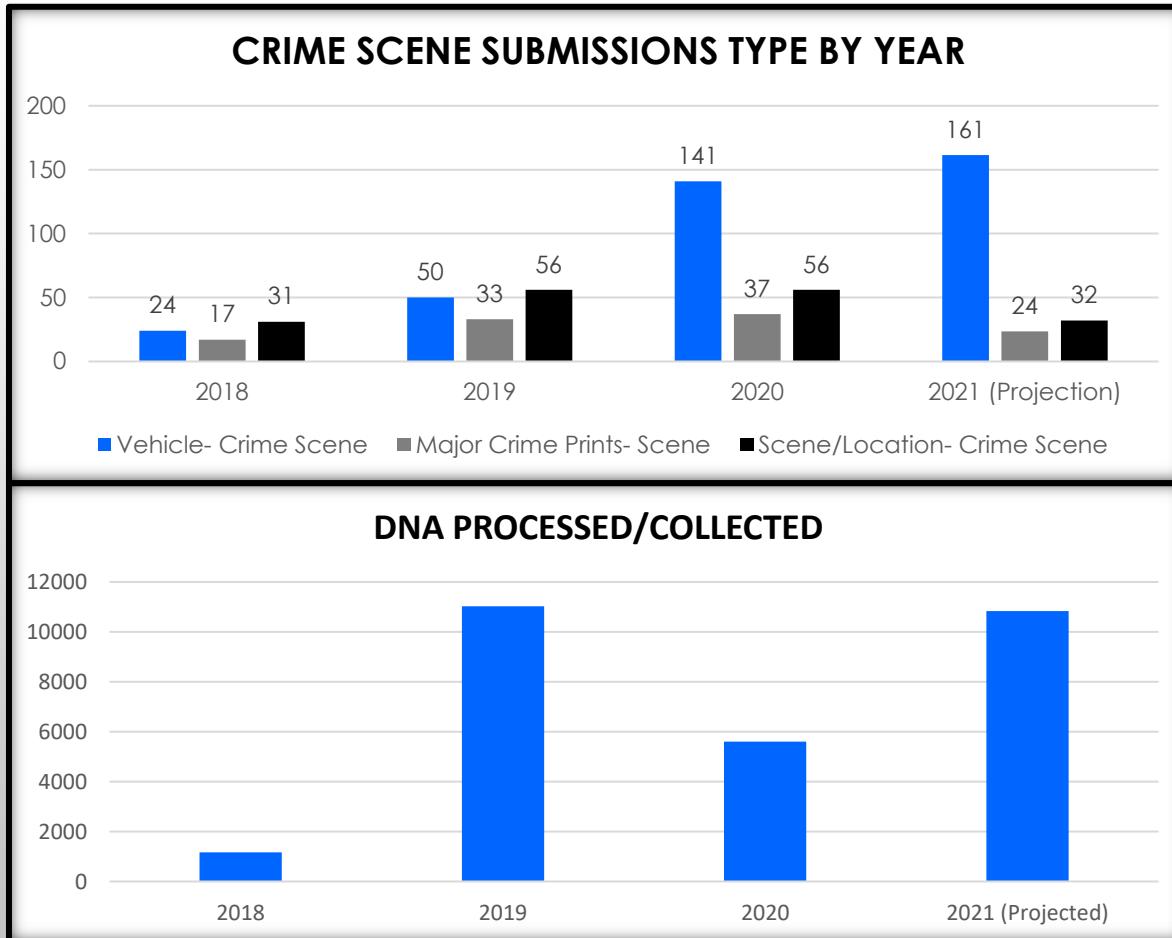
2021

- 1 Sergeant: Unit Coordinator
- 2 Officers: Mental Health Resource Team
- 1 Officer: Recovery Access Program



POLICE SERVICE DEMANDS

Forensic Services Unit



Saint Paul Police 2022 Budget Presentation to City Council September 1, 2021



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Requests for FSU to assist in more crime scenes is increasing. While staffing has not increased. Although crime scenes increase, not depicted is the exponential number of items processed per scene.



POLICE SERVICE DEMANDS



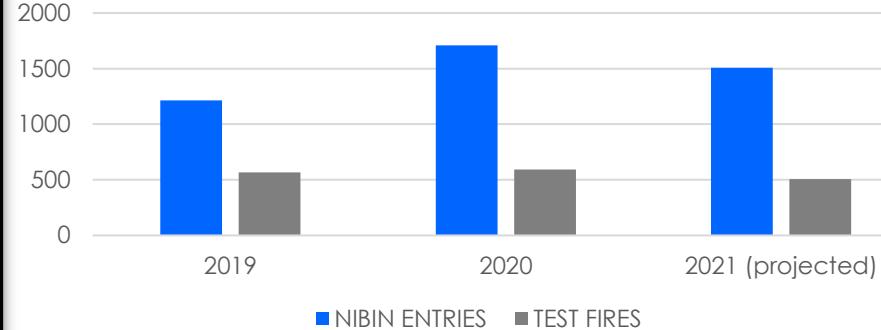
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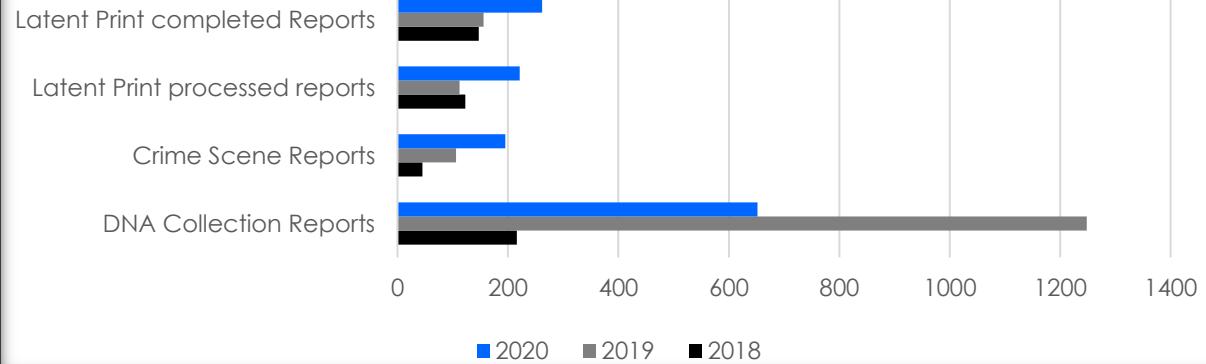
Forensic Services Unit

- FSU began processing all recovered firearms for DNA and test fired for NIBIN entry in 2019
- All firearms are now processed within 48 hours
- Police investigators receive preliminary test result with 3-4 days allowing the investigations to continue without delay
- All internal workload has continued to increase as FSU staff is processing more scenes with more potential evidence

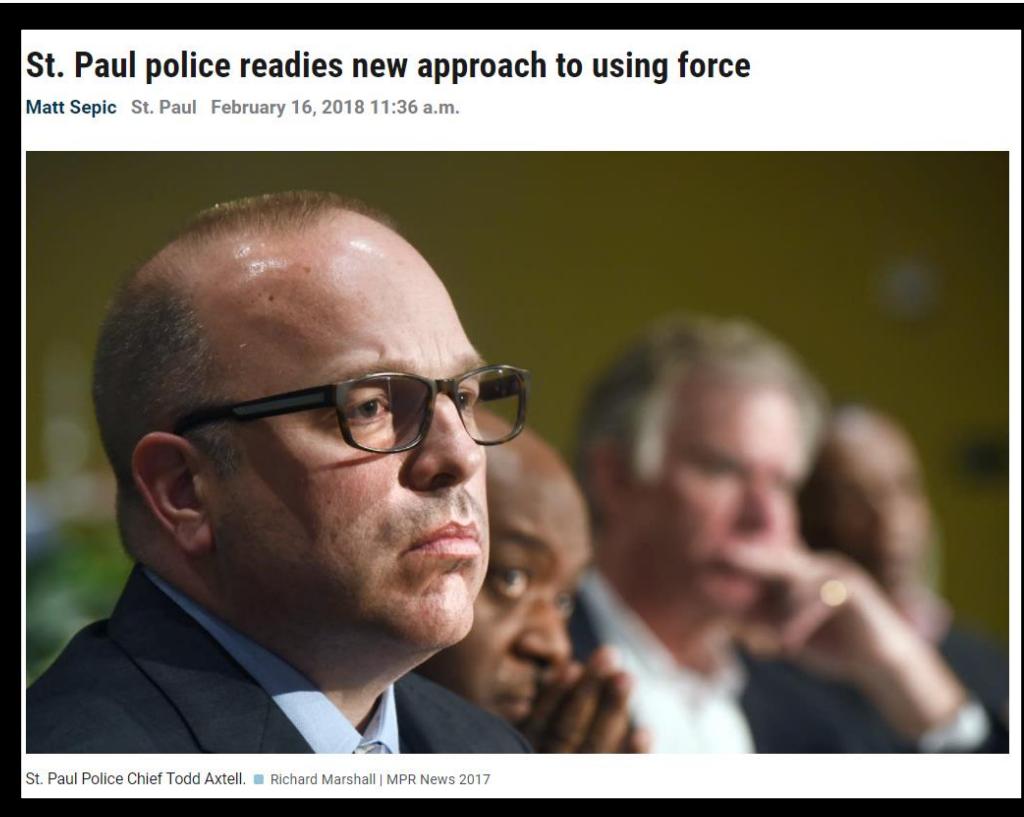
NIBIN Entries/ Test Fires by Year



Internal Workload -Completed Reports



POLICE SERVICE DEMANDS



St. Paul police readies new approach to using force

Matt Sepic St. Paul February 16, 2018 11:36 a.m.

- \$24,000 total police misconduct payouts in 2019. 20 year low
 - \$5,000 total police misconduct payouts in 2020

Saint Paul Police 2022 Budget Presentation to City Council September 1, 2021



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Chief Todd Axter
February 16, 2021
Page 2

half, including traditional "torts" and any other actions in which money damages or relief are being sought against the City. It also includes any affirmative litigation which the City has initiated a civil action against another party. The report identifies the case type and the responsible attorney. Your litigation coordinator should have initial correspondence for each case identified.

CAO concluded 18 lawsuits involving the Saint Paul Police Department. This included three cases alleging police misconduct, eight cases alleging constitutional torts, four personal injury cases stemming from an auto accident, a discrimination case, a case, one case alleging violations of the Data Practices Act and a state false claim n.

payments made on behalf of this department in 2020 totaled \$121,000. This amount of \$95,000 to settle *Katrina Hooper v. City*, in which a hearing-impaired person alleged disability discrimination and ADA violations following the denial of a sign language interpreter. The City paid \$21,000 to settle three personal injury claims from an auto accident in which a police squad struck the passenger side of a vehicle. The City also paid \$5,000 to settle *Rondahl Carlson v. City*, et al, which involved allegations of police misconduct against officers who arrested a man for refusing to disperse without payment of a fine. In *City of Milwaukee v. Milwaukee Police Department*, the City settled a discrimination case, and a discrimination case, under the Data Practices Act and a state false claim statute.

and dismissals without payment in the remaining 13 cases, including *Brown v. Carlson v. City, et al.*, which *et al.* against officers who arrested a man for refusing to pay a parking ticket. The passenger side of the car was broken and the driver was found sleeping in his car.

allegations of excessive force is lower than 300, and three police misconduct cases, with only one for police misconduct cases in more than 200. In 2020 involved allegations of excessive force.

The number of police misconduct cases based on allegations of excessive force is lower than average for prior years. In 2020, the CAO resolved three police misconduct cases, with only one payment of \$5,000. This is the lowest total payout for police misconduct cases in more than 20 years. None of police misconduct cases resolved in 2020 involved allegations of excessive force.

four parts. The first part is the Closed Cases Report identifying each case involving your department which was resolved during 2020; the type of case; how the case was resolved; the amount of money, if any, paid or received; the number of CAO staff hours devoted to the case; the litigation costs; and responsible attorney.

You should have received, from the responsible attorney, a Close-Out Memo for each file described in the Closed Cases Report. If appropriate, a recommendation on action which your department should consider to avoid similar cases in the future was made. Based upon the data available, we are unable to offer any further recommendations beyond those contained in the Close-Out Memos and our Annual Litigation Report to the Mayor and Council.

The second part is the Pending Litigation Report. It lists all pending litigation involving your department as of the date of this report. This list includes all lawsuits which we are defending on

for the Saint Paul Police. The officers were acting as
e been dismissed without liability or payment.

for the Saint Paul Police Department were at a record low of 90 to settle a purported class action lawsuit stemming from the us; and \$2,000 to settle a police misconduct case.

POLICE SERVICE DEMANDS



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Summary of 2019 Council Directed Police Staffing Study

Organizational Study of the Saint Paul Police Department - 2019

Organizational Study of the Saint Paul Police Department



Submitted 12-08-2019

Researched and written by Commander Jack Serier

- Add 33 investigative sergeants to meet the challenging workloads facing investigations on behalf of victims
- Add 33 officers to patrol operations to reduce Priority-2 call waiting times and increase service levels in our most impacted neighborhoods
- Add 3 officers to investigative units to provide enhanced service in victim advocacy and offender accountability
- Add 3 officers and 1 sergeant to the training unit staff to meet growing law enforcement training standards and community expectations
- Add 4 command level positions and 1 sergeant to effectively manage the service expectations of our community
- Add 25.5 civilian positions for managing and supporting a high level of service to our community

- THANK YOU
- QUESTIONS
- DISCUSSION

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