



Chief's Update - January 3, 2014

Greetings and Happy New Year!

The start of a new year provides an opportunity to learn from our challenges over the past year, celebrate our accomplishments, and look toward the future. Our *Annual Report* will be published soon that will provide an overview of our collective efforts to fight crime and connect with the community in 2013. With that in mind, I would like to share some thoughts on what we are doing to plan for the future.

Community Assessment & Staffing Plan

As you have no doubt witnessed, there has been significant development in Tempe over the last 12-18 months—primarily in north Tempe within the Apache Corridor, Downtown, and Town Lake Areas. As a result of the impact this growth and related activity has, and will continue to have, on the Police Department, we are in the process of developing a three year staffing plan that outlines the needs of our organization through FY 16/17.

Our first step in developing this plan was to create a community assessment, or profile, that takes a broader look at what is going on in Tempe. This assessment provides 1) an overview of demographic changes occurring in Tempe over the past decade; 2) identifies the planned development projects, as well as the size and magnitude of those projects; and 3) an analysis of police activity indicators such as calls for service, crime, and workload indicators from different areas of the Department. This also assesses the impacts of the budget reductions that occurred in the recent past.

For greater context, a representative group of employees also met to provide input on the drivers that are impacting their work, and not surprisingly, the focus was on the effect of development and its related activity. This covered the gamut, from the day-to-day operational impacts related to new developments and time spent planning for new projects, to the impacts on street and traffic issues during long construction periods on large projects.

This assessment will be the basis for developing the staffing plan. Members of the Command Staff will be working collectively to finalize this plan over the next month. When complete, it will be submitted in the upcoming Operating Budget process. The Operating Budget is our annual budget that has a one year focus, and primarily includes recurring costs such as salaries, overtime, and supplies that we have to purchase on a regular basis.

Capital Improvement Program

In addition to the Operating Budget, we recently submitted Capital Improvement Program (CIP) requests wherein we outlined our needs for capital items over the next five years. Capital items are those big dollar items that have a relatively long life. In addition to some core technology infrastructure items such as the

radio and 911 phone systems, we have requested to make basic renovations to the Kiwanis Mounted Facility; address the pipe/leak issue in the SIB/Jail area; update our security camera systems at the Apache and Hardy Stations; replace Tasers; and incorporate a digital evidence system that will allow us to replace digital cameras with smart phones to capture images, video, and audio. This last project provides a simple and secure method to save and access digital files.

Needless to say, there is a lot of planning taking place to ensure we are moving forward and prepared for the challenges we will face in the future. If you have any questions about what we are working on, please let me know or check in with your respective Commander, Bureau Manager, or Assistant Chief.

On a final note, thanks to everyone who helped ensure another safe and successful New Year's Eve Block Party!

Brenda