

# Report of the Police Services Study Committee for the Town of Cicero



August 25, 2010

# Committee Formation

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**In April of 2010, a citizens committee was formed by the Town Board to:**

- 1) Prepare a report for the Town Board that examines the nature and scope of services provided to Town residents by the Cicero Police Department, identifying any areas where there is an overlap with services provided by County and State agencies, plus any services requirements that are unique to the Town of Cicero. Provide sufficient depth of information and detail to allow the Town Board and residents to make an informed decision regarding the services of the local police department.
- 2) Provide a recommendation to the Town Board at the August 25th, 2010 meeting, regarding the future of police services in the town, including a proposed plan of action. The action plan should look 10 years into the future, providing financial considerations as well as addressing the Safety, Security and Services needs for the residents of the Town of Cicero.

# Committee Members

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- Tom Beaulieu
- Deborah Gardner
- David Kirk
- Art Russell
- Bill West
- Kevin Coyne
- Don Hazelmyer
- John Muratore
- Don Snyder
- John Winters

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Town Board Liaison – Jim Corl

# Police Study Committee

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- The committee members were selected to represent a cross section of residents in the town.
- The focus of the committee has been squarely on the goal of developing a full understanding of police services needs in the town and identifying any possibilities for streamlining or enhancing those services.

# Approach

# Approach

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The first steps for the committee were to gain an understanding of the police services necessary for town safety and security, plus identify any state, county and local regulations involved in the operation of the department. The goal was not to learn how to provide specific police services, but to understand the systems, processes and challenges involved in providing policing services.

# Approach

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- The committee developed a series of questions related to police services that were shared with the Cicero PD, as well as the Onondaga County Sheriff and the New York State Police, for their reaction and feedback.
- Another group of questions was related directly to the operation, management and budget of the Cicero PD.
- The Cicero Police Chief, Joseph Snell, and Under Sheriff Warren Darby of Onondaga County each attended a committee meeting to interact directly with the members.

# Approach

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- A great deal of time was spent by members of the committee, analyzing financial data as well as citizen calls for assistance made through the county 911 center.
- Listening sessions were held at three locations in the town to allow people to provide their perceptions and input directly to the committee.
- Other police departments in the county were reviewed, to gain a sense of where the Cicero PD stands with regard to other area departments.

# Approach

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- Members of the Cicero Police Department were invited, through Chief Snell, to attend a committee meeting where they could provide input and interact directly with the committee members.
- The Internet was used as a resource for information on state and local policing organizations.

# Background

# Background

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- Both the Onondaga County Sheriff and the New York State Police have responsibility for providing policing services in the Town of Cicero. Payment for these services is made through state income taxes for the State Police and an annual assessment to each town in the county to support the County Sheriff. The county assessment for Cicero in 2010 was \$2.47 million and is included in the town property tax bills.

# Background

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## Units and teams within the Onondaga County Sheriff's Office Police Department\*:

### Major Crimes Section:

- Felony Crimes Unit
- Fire Investigation Unit
- Intelligence Unit
- Special Investigations Unit
- Truth Verification Unit
- Warrants Investigation Unit

### Special Crimes Section:

- Abused Persons Unit
- Cyber Forensic Unit
- Forensic Evidence Specialists Unit
- SAFIS Unit
- Property Unit

### Patrol Section:

- Community Police Stations
- Bike Patrol Team
- Community Relations / DARE Unit
- School Resource Officers
- Youth Officer

### Special Enforcement Section:

- Armorer
- Aviation Unit
- Community Response Unit
- Evidence Technicians Unit
- Facility Security Unit
- K-9 Unit
- Traffic Enforcement Unit

### Specialized Teams:

- Accident Investigation Team
- Explosive Ordnance Disposal Team
- Navigation Team
- Snowmobile Team
- SWAT Team
- Underwater Search and Recovery Team

### Other Units:

- Information Technology Unit
- Inspections Unit
- Professional Standards Unit
- Public Information Officer
- Technical Operations Unit

# Background

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- In 1979, the Town of Cicero recognized the need for a higher level of police presence in the town that could be a deterrent to crime in the community.
- The Town of Cicero Police Department was initially formed in 1979, to provide regular neighborhood patrols that the county sheriff and the state police could not.
- The force was comprised of a part time police chief and part time patrol officers.
- On duty hours were primarily nights and weekends.

# Background

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- In 2000, the Town Board approved the establishment of a full time police force, including a full time police chief, providing full time police services to the town on a 24 hours a day, 7 days a week basis.
- The force has evolved into a well organized, New York State accredited police force that has the training and equipment necessary to perform a broad range of police services for the town, including criminal investigations, property/evidence management and forensics evidence gathering.
- Officers receive the same level of training as Sheriff officers, through the Police Academy.

# Background

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- The officers in the department are members of the Cicero Police Benevolent Association, a union with a collective bargaining agreement with the town.
- The Chief of Police Advisory Council (CPAC) is a citizens group that provides community feedback to the Chief and participates in the creation of community initiatives and department policy development.
- Volunteers in Police Services (VIPS), assists the police force with administrative support as well as providing traffic control functions at community events and performing traffic studies. The group currently consists of 19 members.

# Background

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The CPD force now consists of:

- 1 Full time Police Chief
- 14 Full time Police Officers  
(one is on 207-c medical leave)
- 1 Full time Investigator
- 2 Part time Investigators
- 8 Part time Patrol Officers
- 1 Part time Clerical Staff
- 1 Full time Records Clerk

# Background

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Department resources include:

- 1 Police headquarters
- 1 Bridgeport substation
- 9 Patrol cars
- 3 Unmarked cars
- 1 Forensics van
- 1 VIPS car

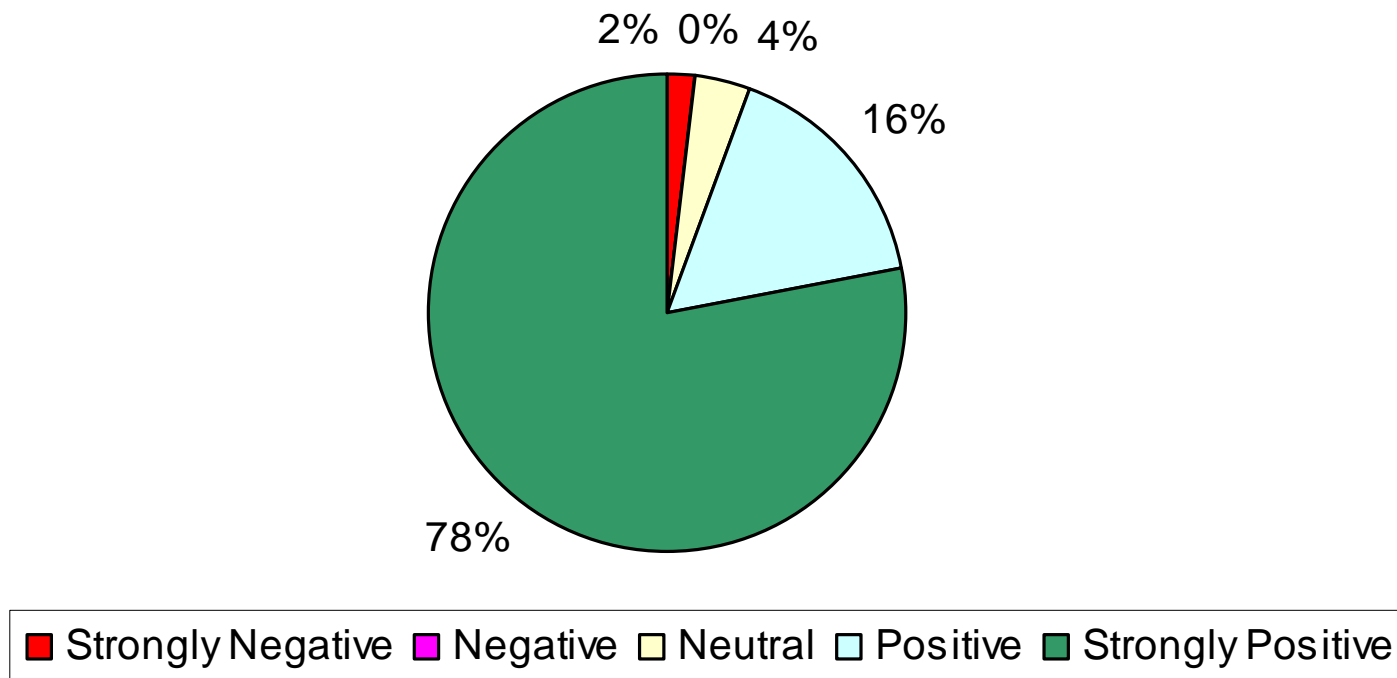
An excellent source of information about the Cicero PD is the 2009 Annual Report found at the town website.

# Background

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The Cicero Police Department surveyed randomly selected people that have had direct contact with the department as the result of a criminal complaint. A sample of the survey comments data indicates:

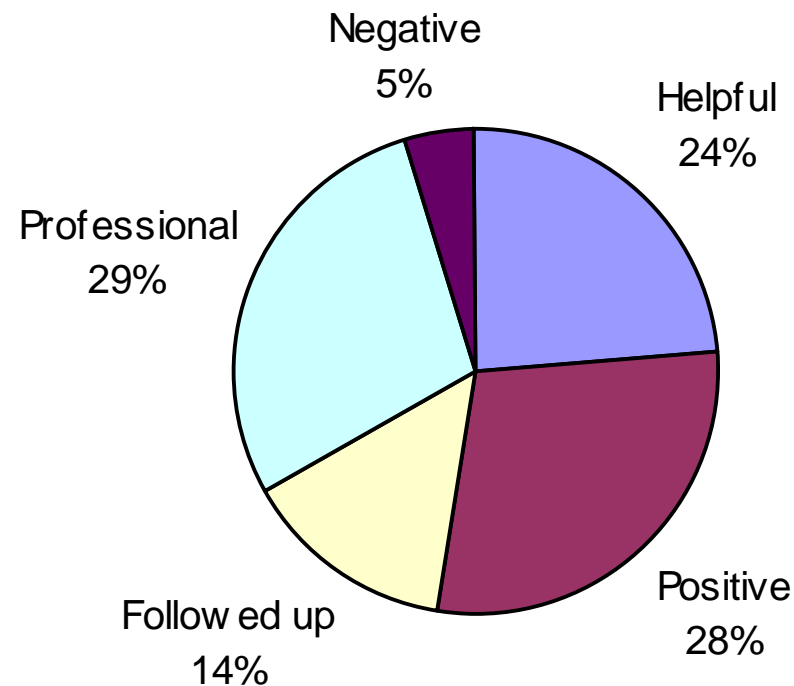
Overall Department Rating



# Background

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## Department Survey Comments Summary



# Community Input

# Listening Sessions

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- Three community “listening Sessions” were attended by approximately 145 people, with 40 people providing statements and comments to the committee. 87% of the statements made were in support of the Cicero PD.

# Input at Listening Sessions

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- Town could save money by consolidating with the Sheriff
- Keep the current police force, even if cost is higher
- Community policing is important
- Concern for increase in response times if there is a merger
- VIPS are important
- E-Policing is important
- Town is “over policed”

# Questions from the Community

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- Why are there so many police cars in the parking lot not being used?
- Why do they have a forensics van?
- Why don't I see patrol cars in my neighborhood as often as I used to?
- Why do I see 2 or 3 different police agencies at a single accident?

# Findings

# Findings

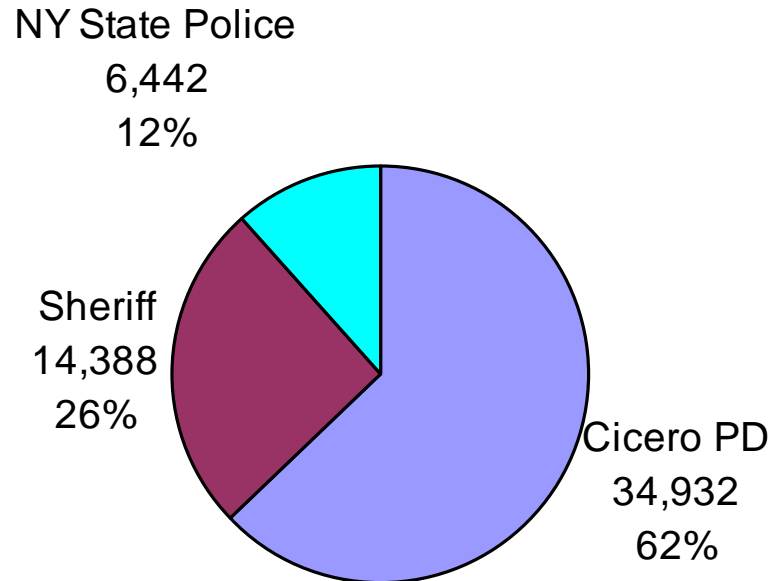
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- The Onondaga County 911 center is the dispatching authority for all emergency calls in the county.
  - Police
  - Fire
  - Ambulance
- Police calls are dispatched on a “nearest available unit” basis
  - Cicero PD
  - Sheriff
  - NYSP
- The Cicero PD does not respond to calls outside of the town.

# Calls to the 911 Center

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Town of Cicero calls for police assistance, responding agency



All 911 Incidents, 6/07 - 4/10

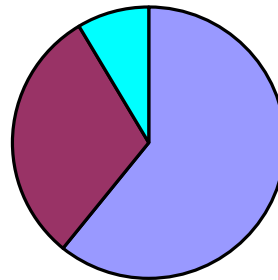
# All 911 Calls, 6/07 - 4/10

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## Criminal Incidents

NY State Police  
1,089  
9%

Sheriff  
3,875  
30%

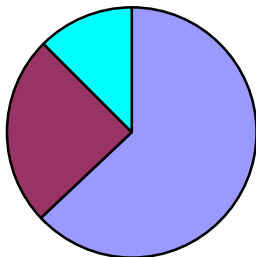


Cicero PD  
7,745  
61%

## Calls for Assistance

NY State Police  
5,353  
12%

Sheriff  
10,513  
24%

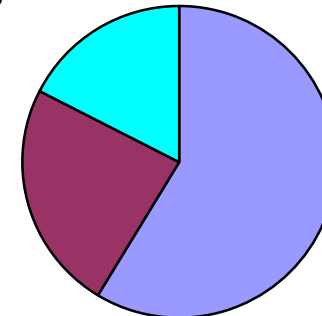


Cicero PD  
27,187  
64%

## Traffic & Vehicle Incidents

NY State Police  
3,340  
18%

Sheriff  
4,550  
24%

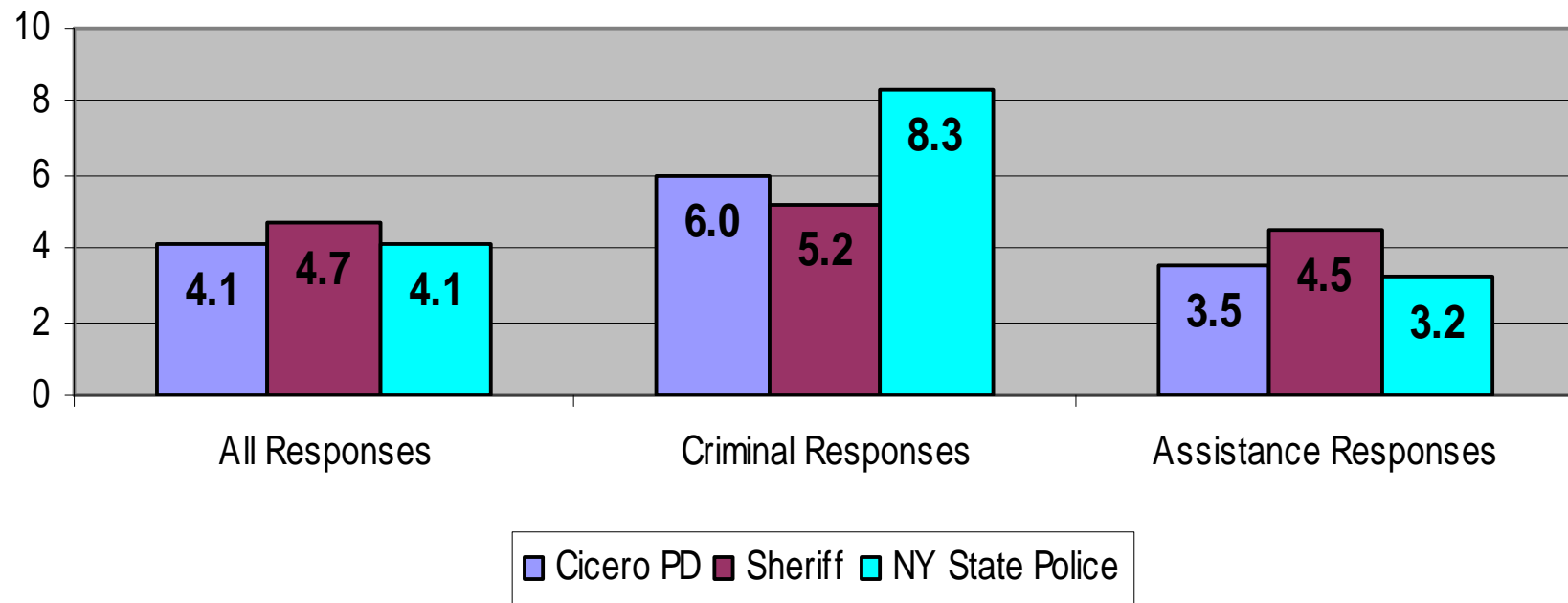


Cicero PD  
11,152  
58%

# Response Times

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Average Response Time in Minutes  
From 6/07 - 4/10



# Policing Services

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	<b>Cicero PD</b>	<b>Sheriff</b>	<b>State Police</b>
Proactive crime prevention	<b>X</b>	<b>X</b>	
Residential patrol in neighborhoods	<b>X</b>	<b>X</b>	
Respond to traffic complaints	<b>X</b>	<b>X</b>	<b>X</b>
Traffic law enforcement	<b>X</b>	<b>X</b>	<b>X</b>
Fatal/serious accident investigation		<b>X</b>	<b>X</b>
Traffic/accident mgt on I81 & I481			<b>X</b>
Respond to criminal acts	<b>X</b>	<b>X</b>	<b>X</b>
Respond to public disturbance complaints	<b>X</b>	<b>X</b>	<b>X</b>

# Policing Services

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	<b>Cicero PD</b>	<b>Sheriff</b>	<b>State Police</b>
Criminal Investigations:	<b>X</b>	<b>X</b>	<b>X</b>
Major crimes (Homicide, Bank Robbery)		<b>X</b>	<b>X</b>
Abused persons (e.g., sex crimes)		<b>X</b>	<b>X</b>
General crimes	<b>X</b>	<b>X</b>	<b>X</b>
Plain clothes/undercover investigators	<b>X</b>	<b>X</b>	<b>X</b>
Internet Crime Investigation	<b>X</b>	<b>X</b>	<b>X</b>
Forensics evidence collection	<b>X</b>	<b>X</b>	<b>X</b>
Forensics analysis crime lab		<b>X</b>	<b>X</b>
Identity Theft	<b>X</b>	<b>X</b>	<b>X</b>

# Policing Services

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	<b>Cicero PD</b>	<b>Sheriff</b>	<b>State Police</b>
Property/evidence management	<b>X</b>	<b>X</b>	<b>X</b>
Officer Training	<b>X</b>	<b>X</b>	<b>X</b>
Records section	<b>X</b>	<b>X</b>	<b>X</b>
Respond when Fire Dept called	<b>X</b>	<b>X</b>	
Respond to home/car lockout call	<b>X</b>	<b>X</b>	
Respond when ambulance called	<b>X</b>	<b>X</b>	
Respond to home alarms (e.g., ADT)	<b>X</b>	<b>X</b>	
Bicycle Patrol	<b>X</b>	<b>X</b>	
Monitor Handicap parking	<b>X</b>	<b>X</b>	
Volunteer program	<b>X</b>		

# Community Services

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	<b>Cicero PD</b>	<b>Sheriff</b>	<b>State Police</b>
E-policing (Internet communications)	<b>X</b>		
Facebook - Internet Social Networking	<b>X</b>		
Public events/children (Officer Cody)	<b>X</b>	<b>X</b>	
Citizens policing advisory council	<b>X</b>		
Home & Business safety audits	<b>X</b>		
Vacation house check program	<b>X</b>	<b>X</b>	
Teenager "Home Alone" program	<b>X</b>		
Sponsor Explorer Scouts	<b>X</b>		
Free gun locks	<b>X</b>	<b>X</b>	<b>X</b>
Internet crime awareness	<b>X</b>	<b>X</b>	<b>X</b>

# Community Services

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	<b>Cicero PD</b>	<b>Sheriff</b>	<b>State Police</b>
Drug abuse awareness program		<b>X</b>	<b>X</b>
Bicycle Safety Program	<b>X</b>	<b>X</b>	
VIN etching on car windows	<b>X</b>	<b>X</b>	
Child fingerprinting		<b>X</b>	<b>X</b>
Coordinate Neighborhood Watch	<b>X</b>	<b>X</b>	<b>X</b>
School Resource Officers		<b>X</b>	<b>X</b>
Provide senior citizen ID Cards		<b>County Program</b>	

# Costs

# Onondaga County Sheriff

# Costs of County Sheriff

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- The Sheriff has policing responsibility for all towns in the county. Some towns have chosen to augment the services of the Sheriff by forming local police departments.
- Every town in Onondaga County contributes to the operational budget of the Sheriffs Department. Each town is assessed an amount based on the property value assessments in the respective town.

# Costs of County Sheriff

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## Revenue Sources for County Sheriff Annual Budget

\$31,326,853

Syracuse*	\$5,351,062	Manlius*	\$2,809,159
Camillus*	\$1,814,039	Marcellus	\$497,214
<b><u>Cicero*</u></b>	<b>\$2,469,053</b>	Onondaga	\$1,559,777
Clay**	\$3,976,108	Otisco	\$235,325
Dewitt*	\$2,976,019	Pompey	\$730,828
Elbridge	\$378,761	Salina	\$2,051,746
Fabius	\$139,785	Skaneateles	\$1,591,881
Geddes*	\$1,065,631	Spafford	\$501,233
Lafayette	\$378,949	Tully	\$305,743
Lysander	\$1,743,305	Van Buren	\$751,233

\* Also has a local police department

\*\* Contracts with Sheriff for enhanced services

Note - Some villages have their own police departments

# Cicero Police Department

# Costs of Town Police Services

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- The costs of department operations have risen as the staffing has increased to accommodate the move to more full time officers.
- The need for increasing the number of vehicles and the costs of outfitting officers has driven costs up as well.
- Overtime is a cost factor that also adds to the cost of fringe benefits.
- Fringe benefits for health insurance, vacation pay and retirement benefits have added to department costs.

# Costs of Town Police Services

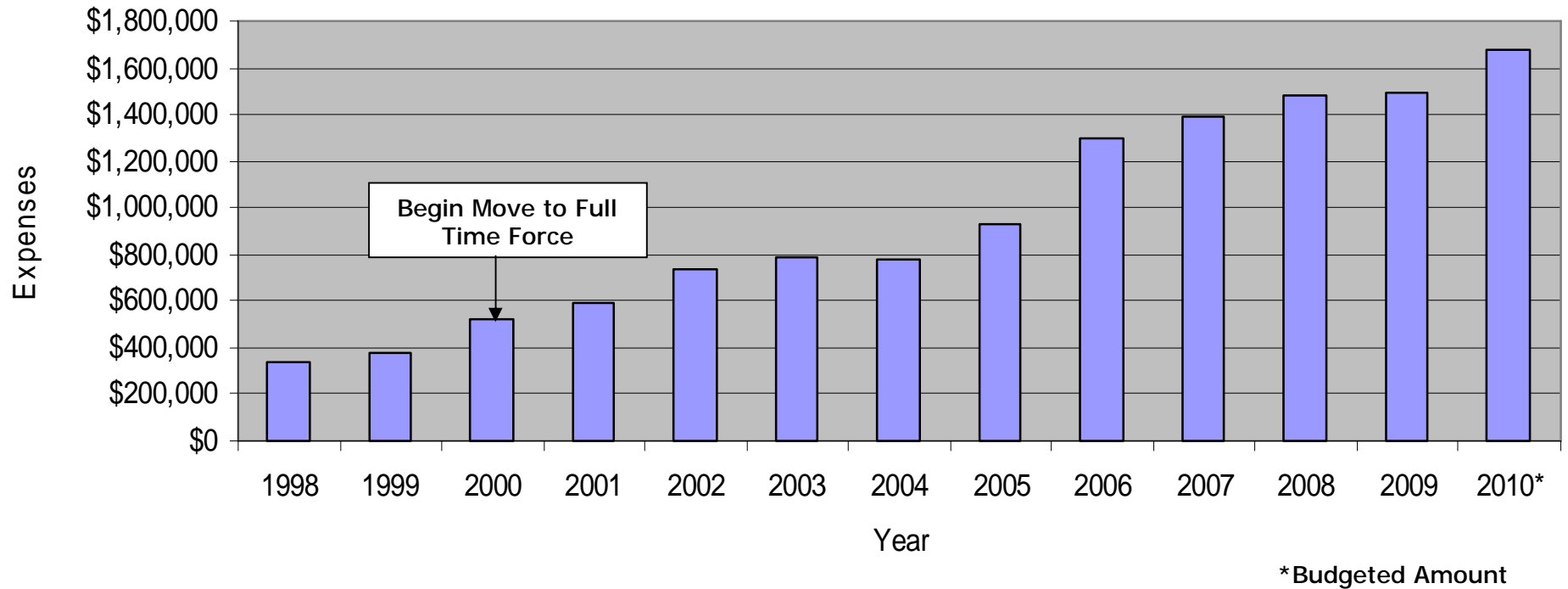
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- An area of concern associated with police services is that of lawsuits filed against the town. There are currently active lawsuits pending.
- Lawsuits cost taxpayers not only in potential settlement costs but also the costs of attorneys and the time spent by town staff.

# Costs of Town Police Services

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Police Department Annual Expenses 1998 - 2010



# Costs of Town Police Services

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- Ø To calculate the amount of 2010 tax dollars allocated to police expenses for any town property, multiply the line item for “Town Tax” on the Town and County Tax Bill, times 28.6%

Example: For a home assessed at \$194,000 (full value), the annual tax for 2010 Cicero PD services, is \$63.76

- Ø Commercial properties in the town also contribute to the cost of police services

# Salaries & Fringe Benefits

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- Salaries and fringe benefits are by far the largest cost item in the department budget and were given particular attention by the committee
- Salaries are set according to the PBA contract and are generally based on time of service in the CPD

# Salaries & Fringe Benefits

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## 2008 – 2010 Cicero PBA Salary Schedule

Step	2008	2009	2010
		<b>7.00%</b>	<b>5.00%</b>
		% Annual Increase	
Probationary	<b><u>\$34,197.15</u></b>	\$36,590.95	\$38,420.50
1	\$35,934.00	<b><u>\$38,449.56</u></b>	\$40,372.03
2	\$39,189.87	\$41,933.16	<b><u>\$44,029.82</u></b>
3	\$41,704.00	\$44,629.00	\$46,861.00
4	<b><u>\$47,654.00</u></b>	\$51,989.00	\$53,539.00
5	\$51,224.00	<b><u>\$54,810.00</u></b>	\$57,551.00
6	\$53,523.00	\$57,270.00	<b><u>\$60,133.00</u></b>

# Salaries & Fringe Benefits

## 2008 – 2010 Cicero PBA Salary Schedule

Step		2008	2009	2010	
	% Annual Increase		7.00%	5.00%	
Probationary	% Step Increase	<u>\$34,197.15</u>	\$36,590.95	\$38,420.50	
1	5.08%	\$35,934.00	<u>\$38,449.56</u>	\$40,372.03	
2	9.06%	\$39,189.87	\$41,933.16	<u>\$44,029.82</u>	28.75% <u>3 year increase</u>
3	6.42%	\$41,704.00	\$44,629.00	\$46,861.00	30.41%
4	14.27%	<u>\$47,654.00</u>	\$51,989.00	\$53,539.00	36.61%
5	7.49%	\$51,224.00	<u>\$54,810.00</u>	\$57,551.00	38.00%
6	4.49%	\$53,523.00	\$57,270.00	<u>\$60,133.00</u>	26.19%

# Salaries & Fringe Benefits

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- Personal leave of 4 days per year
- Vacation time:

Months of Service	Vacation Days
6 months to 1 year	5
+1 – 3 years	10
+3 to 8 years	16
8 – 9 1/3 years	21
+9 1/3 – 15 years *	26

\* Plus 1 additional day for each year of service over 15

# Salaries & Fringe Benefits

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- Sick Leave
  - 12 days credited per year
  - \$450 extra pay if no sick days used in a year
  - \$300 extra pay if only one sick day used in a year
  - Sick days are carried over with no limit
  - If an employee separates from service after 10 consecutive years, the Town pays for all accumulated sick leave over 44 days

# Salaries & Fringe Benefits

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## NYS General Municipal Law 207-c

Police officers disabled on the job are eligible for enhanced disability benefits.

The municipality must pay full salary and fringe benefits until the disability has ceased and pay all medical treatment and hospital care related to the injury

There is currently one CPD officer on 207-c disability.

# Salaries & Fringe Benefits

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- Health insurance
  - The Town pays 85-88% of the health insurance costs for each active officer:

Insurance Type	Annual Cost (2010)*	Officer Share	Town Share
Single	\$6,372	\$956	\$5,416
Married	\$12,948	\$1,942	\$11,006
Family	\$17,064	\$2,560	\$14,504

\* Health insurance costs will increase 18.5% in 2011

# Salaries & Fringe Benefits

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The PBA contract requires the Town to pay a portion of health insurance costs for retiring officers. This is a cost item that must be considered for the Town in the future.

- Police officers who retire with ten consecutive years of full time service to the Town are eligible to have a portion (50% – 88%) of their health insurance coverage for themselves and their eligible dependents paid by the town for the life of the officer.
- Given that officers are eligible to retire after 20 years of service, regardless of age, the Town could be paying premiums for 40 to 50 years.

# Salaries & Fringe Benefits

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## Retiree Health Insurance

Age at and after retirement	Employees Premium Contribution	Town Contribution
55 or younger	50%	50%
56	45%	55%
57	40%	60%
58	35%	65%
59	30%	70%
60	25%	75%
61	20%	80%
62	15%	85%
63	12%	88%
64	12%	88%
65 and above	12%	88%

# Salaries & Fringe Benefits

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An officer retiring at age 45, can expect to receive paid health insurance from the town for 30 to 35 years, or more. The estimated cost to the town over that period of time would be:

Single coverage	\$226,530 - \$302,040
Married	\$460,290 - \$537,005
Family (until last child is 26)	\$606,630 - \$707,735

# Future Projections

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- The costs for retirees compounds as we look further out in time. When an officer retires, the Town hires a replacement officer and pays that persons salary and benefits, plus paying for a portion of the retirees health insurance.
- Projections indicate that the original retiree will still be with us when their replacement officer retires, and another replacement is hired.
- The Town could be paying health insurance premiums for up to 3 people (1 active, 2 retired) for a single department position.

# Future Projections

Officer and retiree health insurance impact for a single department position

	2005	2015	2025	2035	2045	2055	2065	2075	2085	2095	2105	
Officer 1	Active Duty		Retired									
Officer 1A		Active Duty		Retired								
Officer 1B			Active Duty		Retired							
Officer 1C				Active Duty		Retired						
Officer 1D							Active Duty		Retired			
Officer 1E											Active	

# Assumptions

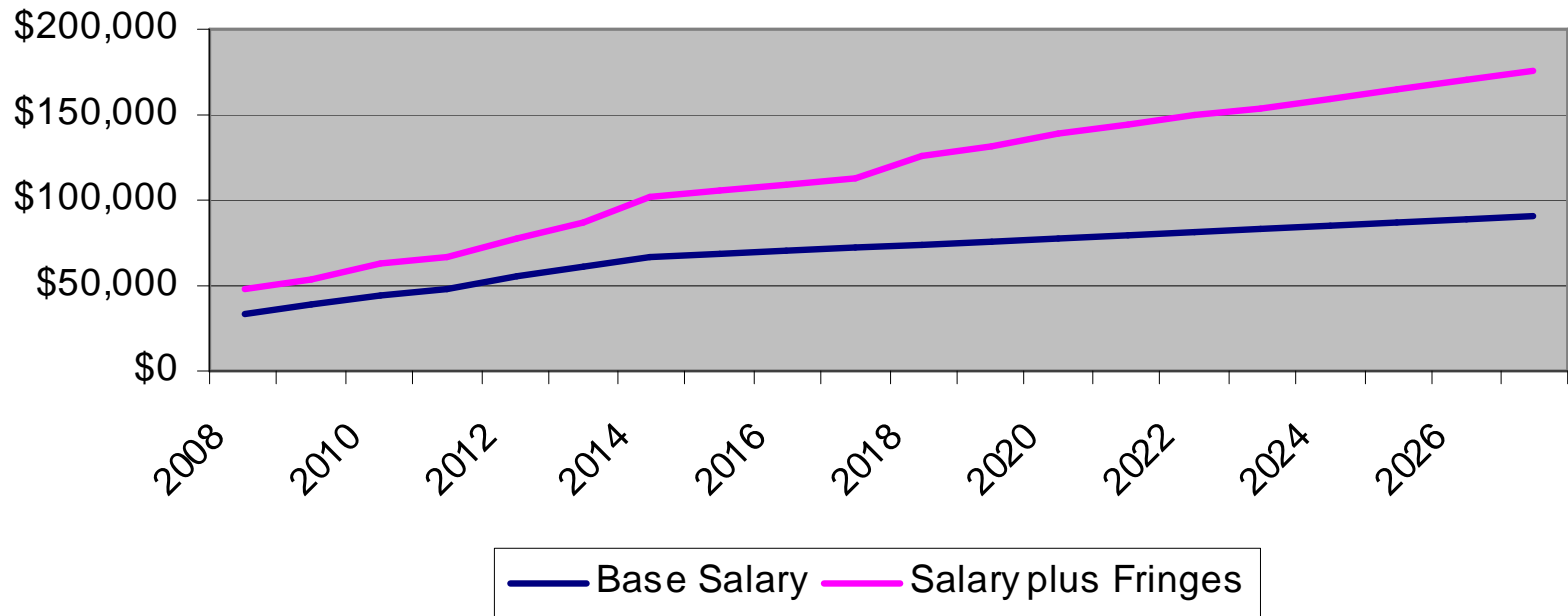
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- The average officer will be 22 to 25 years of age and single at time of hire, be married within 6 years and have children after being married for 4 years
- An annual salary increase of 2.5% a year is included for 2011 and beyond
- No annual increases are in the projection for the town FICA or state retirement contributions
- Health insurance premiums are projected to increase by 18.5% in 2011 and 10% per year for the next ten years and 5% per year annually after that
- Salary additions such as overtime and longevity pay are not included
- The average officer will retire at age 45, after 20 years of service
- The average officer will live to age 80

# Projections

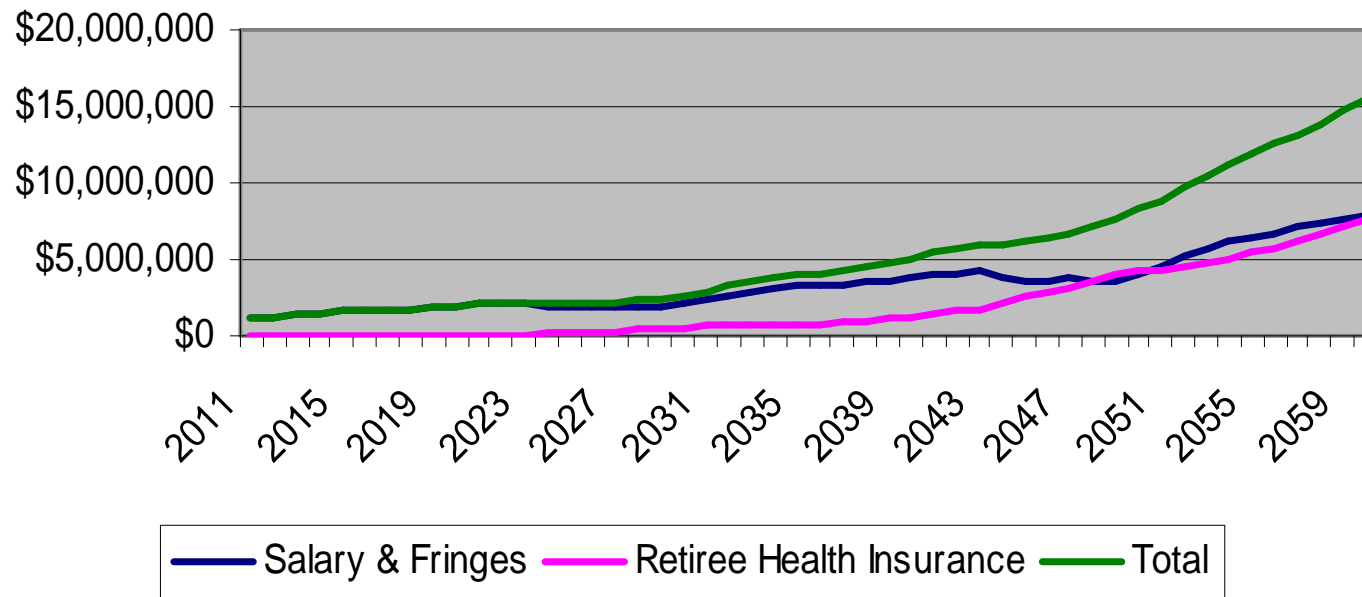
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**Total Payroll Cost Projection  
Officer Salary Plus Fringe Benefits**



# Projections

## Projected Costs of Department Active Officers and Retirees



Projecting payroll cost over a longer period of time indicates that by the year 2030 cost escalation will begin and will not begin to level out until sometime around the year 2100. Dependent on retiree survival rates, there can be 26 – 30 concurrent retirees.

# Salaries & Fringe Benefits

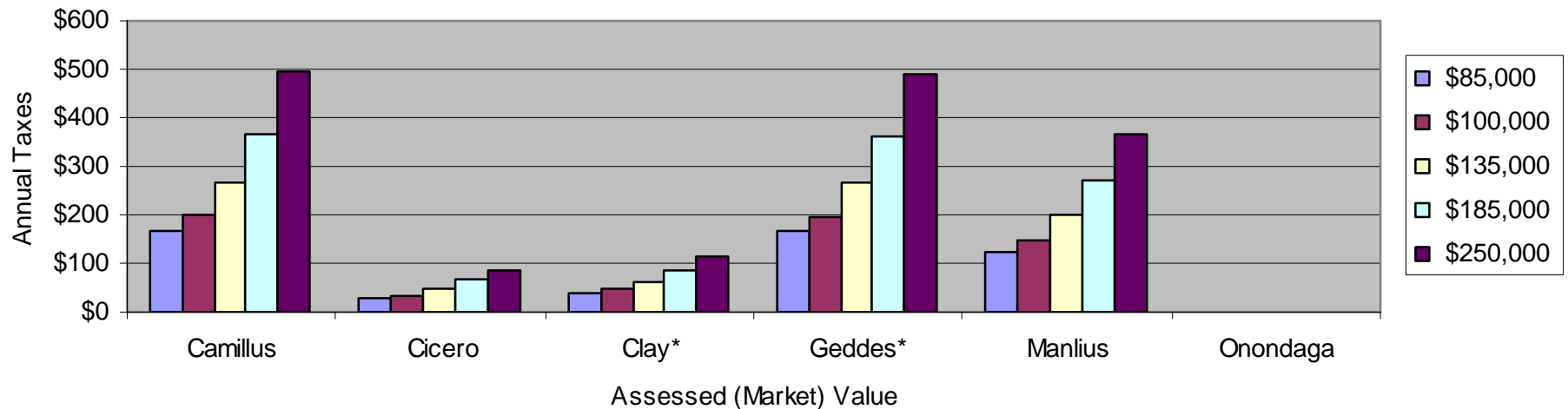
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- It should be noted that the officer salaries and benefits provided for in the PBA contract are similar to those provided by the majority of police departments, including the Sheriff's Department.
- The difference for Cicero is that they have only begun to provide these benefits since the year 2000 and increasing costs of health insurance will be a major factor as officers begin to retire.
- Other area departments are not affected as much as Cicero as they have retirees exiting the system as new retirees are added. Cicero will be in a position of only adding retirees for a period of 40 – 50 years.

# Comparison to Other Towns

# Costs in Other Towns

Annual Cost of Town Policing  
Based on Actual 2009 Budget  
(in addition to basic Sheriff and NYSP)

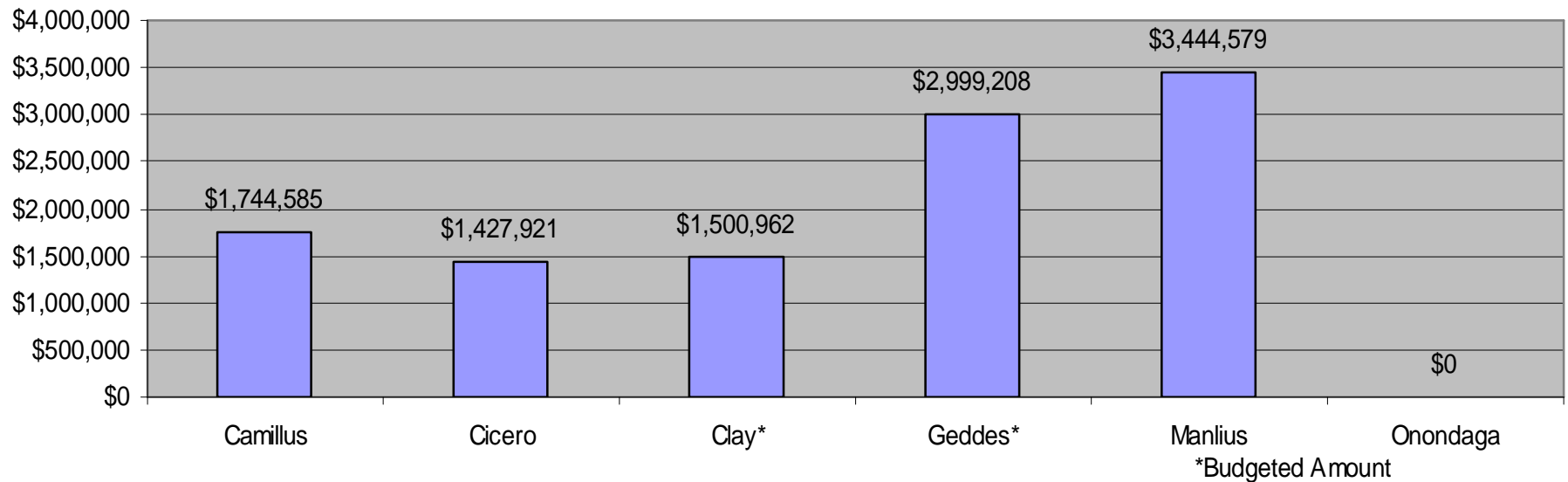


\*Budgeted Amount

Note: The Town of Onondaga has no local police force

# Costs in Other Towns

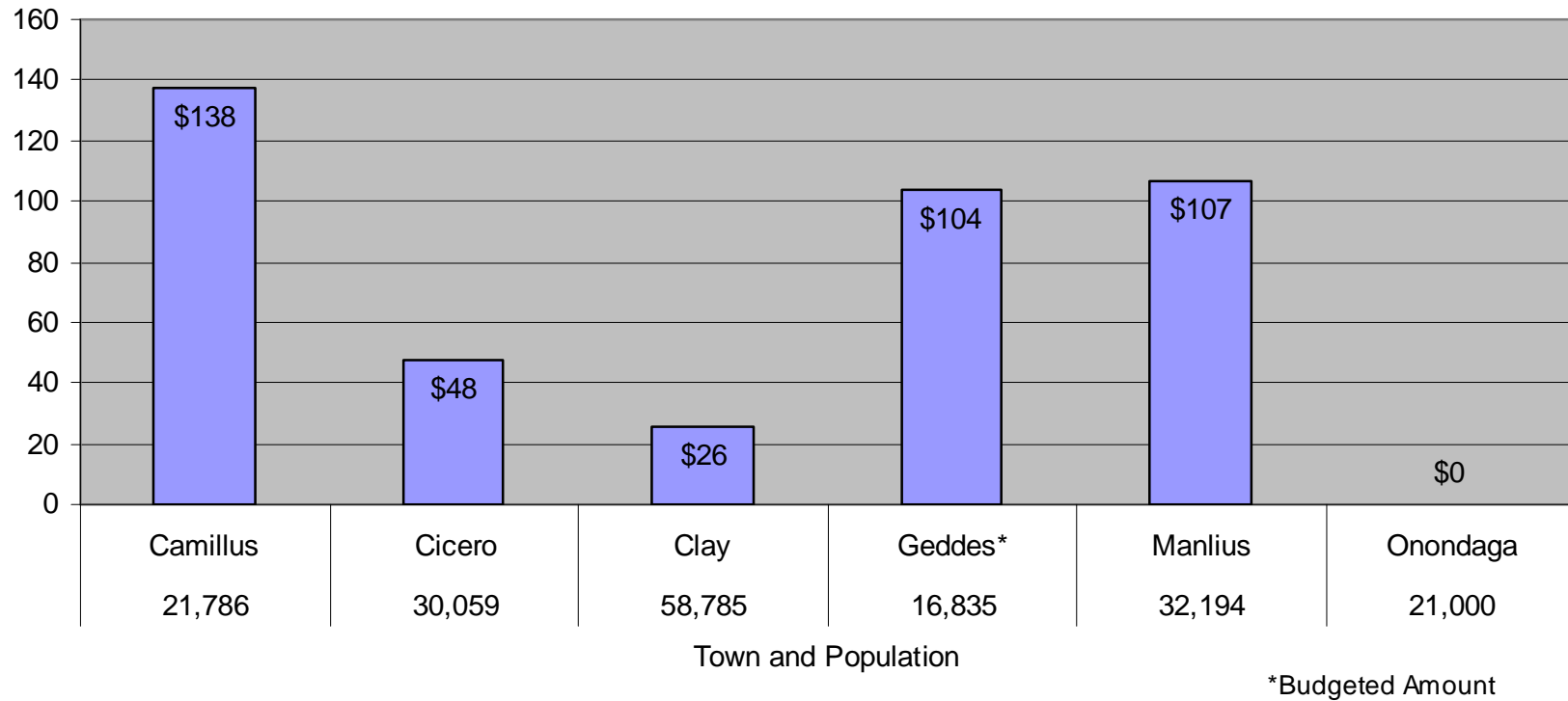
Policing Costs per Town  
(in addition to basic Sheriff and NYSP)



Note: The Town of Onondaga has no local police force

# Costs in Other Towns

Policing Cost Per Capita  
(in addition to basic Sheriff and NYSP)



Note: The Town of Onondaga has no local police force

# Options Considered

# Options Considered

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- Keep the Cicero PD
- Disband the Department
- Disband the department and contract with the County Sheriff for additional patrols
- Return the department to using only part time officers

# Options Considered

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The option to merge with the North Syracuse village police department was considered briefly by the committee but was not pursued based on the initial evaluation that there would not be a significant reduction of costs for the town.

# Recommendation

- The Town of Cicero has been subsidizing the services of both the NYSP and the Sheriff in the town by performing duties that those departments have primary responsibility for, given that taxpayers are currently paying for policing services from both the New York State Police and the Onondaga County Sheriff.
- The committee recognizes the need to maintain routine neighborhood patrols as a policing priority for the town.

The committee recommends to the Town Board that a public referendum be put up for vote this fall:

Should the Town of Cicero disband the local police force and contract with the Onondaga County Sheriff to provide necessary enhanced policing services to the town such as routine neighborhood patrols?

- Further, the committee recommends that as the Town Board considers the need for staffing or contract services, they seek the services of a police consultant that can assist them to identify the nature and scope of any enhanced police services that would best serve the town.



