



PUBLIC SAFETY

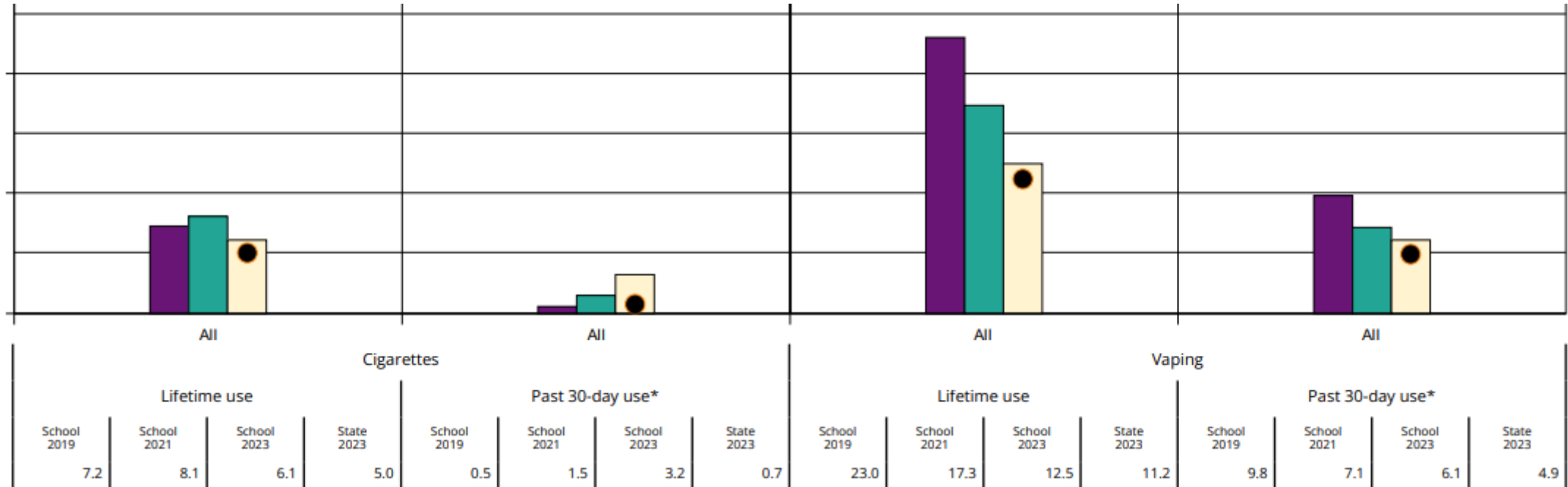


SERVICE LEVEL INCREASE REQUESTS

- Vape Detection K9 Program
- Police Department Master Officer Progression
- Fire Department Battalion Chiefs

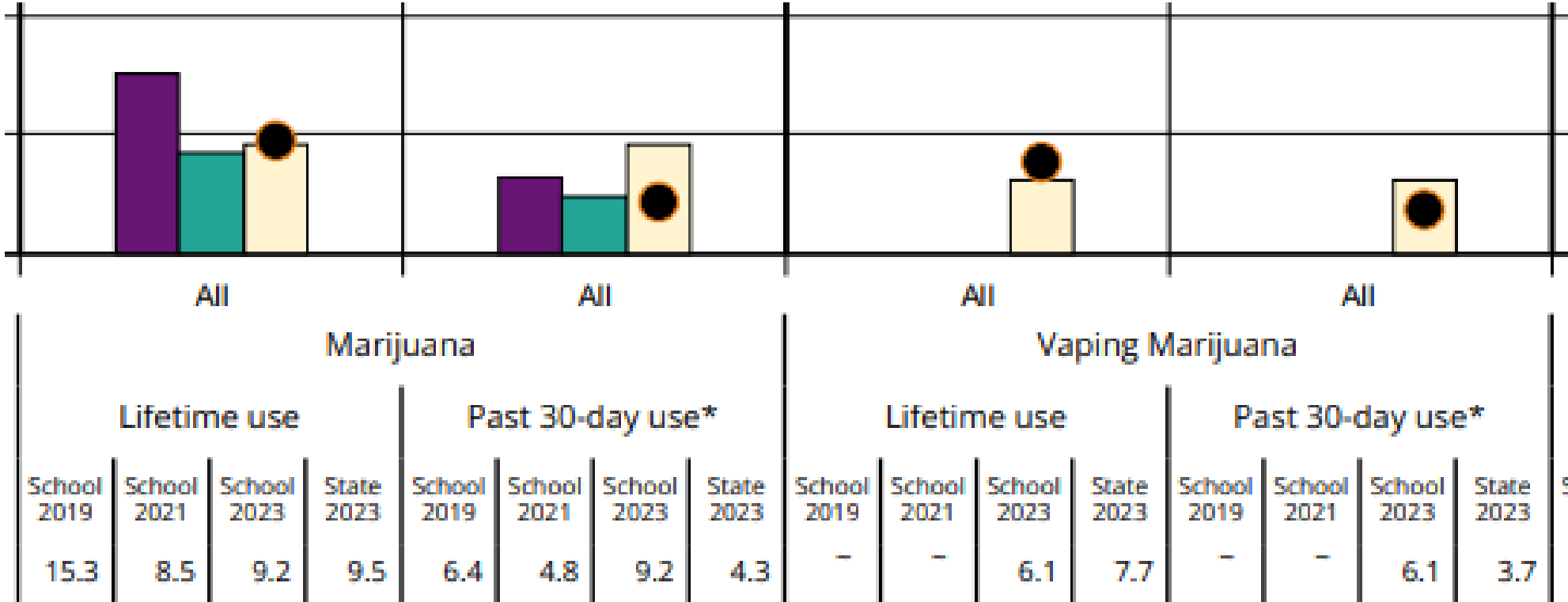


SPRINGVILLE HIGH SCHOOL NICOTINE USE





SPRINGVILLE HIGH SCHOOL MARIJUANA USE





STATEWIDE MARIJUANA, METHOD OF USE

Grade	During the past 30 days, how did you use marijuana?*(Mark ALL that apply.)				
	I smoked it	I ate it (in an edible, candy, tincture or other food)	I used a vaporizer	I dabbed it	I used it in some other way
	State 2023	State 2023	State 2023	State 2023	State 2023
8th	61.3	18.0	49.1	36.8	21.4
10th	77.7	28.8	40.8	25.2	6.1
12th	64.6	19.0	52.6	15.4	2.3
All	68.3	21.7	48.7	20.3	5.6



NICOTINE, VAPE & DRUG DETECTION K9

- <https://www.youtube.com/watch?v=oAl8t8sOLqw&t=157s>



NICOTINE, VAPE AND DRUG DETECTION K9

- Use Existing School Resource Officer Position as K9 Handler
 - No Increase to Personnel
 - Already 50% funded by NEBO
- Canine
 - Existing Donations used to Purchase Canine, \$5,000
 - CARES Prison Program
- Other Costs
 - Existing and Future Donations
 - Walmart
 - Corporate Sponsor



MASTER OFFICER PROGRESSION

- Provide incentive and opportunity for officers
- Recruitment and retention issue
- Service level increase to our community through experienced, educated and well-trained officers



MASTER OFFICER PROGRESSION

- Current Position Count
 - 1 Chief
 - 2 Lieutenants
 - 6 Sergeants
 - 6 Corporals
 - 19 Officers



MASTER OFFICER PROGRESSION

- Qualifications

- **Seven (7) years** of law enforcement experience as a full-time law enforcement officer, or a minimum of **six (6) years** of experience if the officer possesses an **Associate's Degree** from an accredited university, or a minimum of **five (5) years** of experience if the officer possesses a **Bachelor's Degree** from an accredited university.
- Must have **one (1) year current service with the Springville** Police Department as a full-time law enforcement officer.
- Must **annually pass and maintain POST physical fitness standards**.
- Must have completed **40 hours of supervisory training** i.e. internal affairs investigations, staffing, evaluation/personnel performance or others as approved by the Chief of Police.
- **Must maintain all other certifications/training** as required by the Chief of Police or Division Commander. These include Firearms, Current CPR/First Aid certification, Intoxilyzer certification, Radar certification, ACT, Taser, Spillman Database, Policy, and others as required by the specific job assignment.
- Must maintain a **minimum of 50 hours of POST accepted training each year** to maintain certification which includes Spanish Fork Police Department mandatory in-service training requirements as approved by the Chief of Police.
- Must maintain certification on Federal/State required training on hazardous materials and bloodborne pathogens.
- Must obtain **Critical Incident Team (CIT) certification**.
- Must have a minimum service on at least **two of the department's special assignments** and to have served for at least one (1) year on each.



MASTER OFFICER PROGRESSION

- Qualifications

- Officers must maintain the department's standard of performance in their performance evaluations, with a minimum rating of 3 in all categories, for (2) years prior to being recommended to Master Police Officer. Officers must continue to maintain the department standard of a minimum rating of 3 in all categories while they are a Master Officer.
- Ability to establish and maintain effective working relationships with elected officials, department heads, employees, officials and employees of other jurisdictions, and the general public.
- Ability to communicate effectively orally and in writing.
- A Master Police Officer is expected to maintain a high standard of performance in all assignments, activities and duties. And the ability to maintain professionalism while on or off duty.
- A Master Police Officer is expected to be a mentor to less experienced officers and to present a professional image of the Springville City Police Department.



MASTER OFFICER PROGRESSION

- Maintaining Status
 - If determined that the Master Officer is not performing to the level of a Master Officer job description, the employee will not receive an annual merit increase and if their performance does not improve to meet the standards within six months, they employee will be reverted to Police Officer II classification with a 5% pay reduction.
 - If the employee does improve to meet the standards withing 6 months, they will not receive the forgone merit increase, but they will maintain the Master Officer status.



MASTER OFFICER PROGRESSION

- Cost to the Budget
 - If the Master Officer progression is adopted, there are five officers who could qualify in the next fiscal year to advance to Master Officer.
 - Increasing pay and payroll benefits for the five officers, including estimated overtime, would cost about \$30,000 this next fiscal year.
 - This cost would need to be funded by an increase to our base allocation.



BATTALION CHIEFS

THE NEXT STEP IN EVOLUTION OF FIRE DEPARTMENT

- Common Position in Fire Departments
 - Functional Position
 - On-scene Commander
 - Depth of experience
 - Leadership
 - Training
 - Administrative Duties



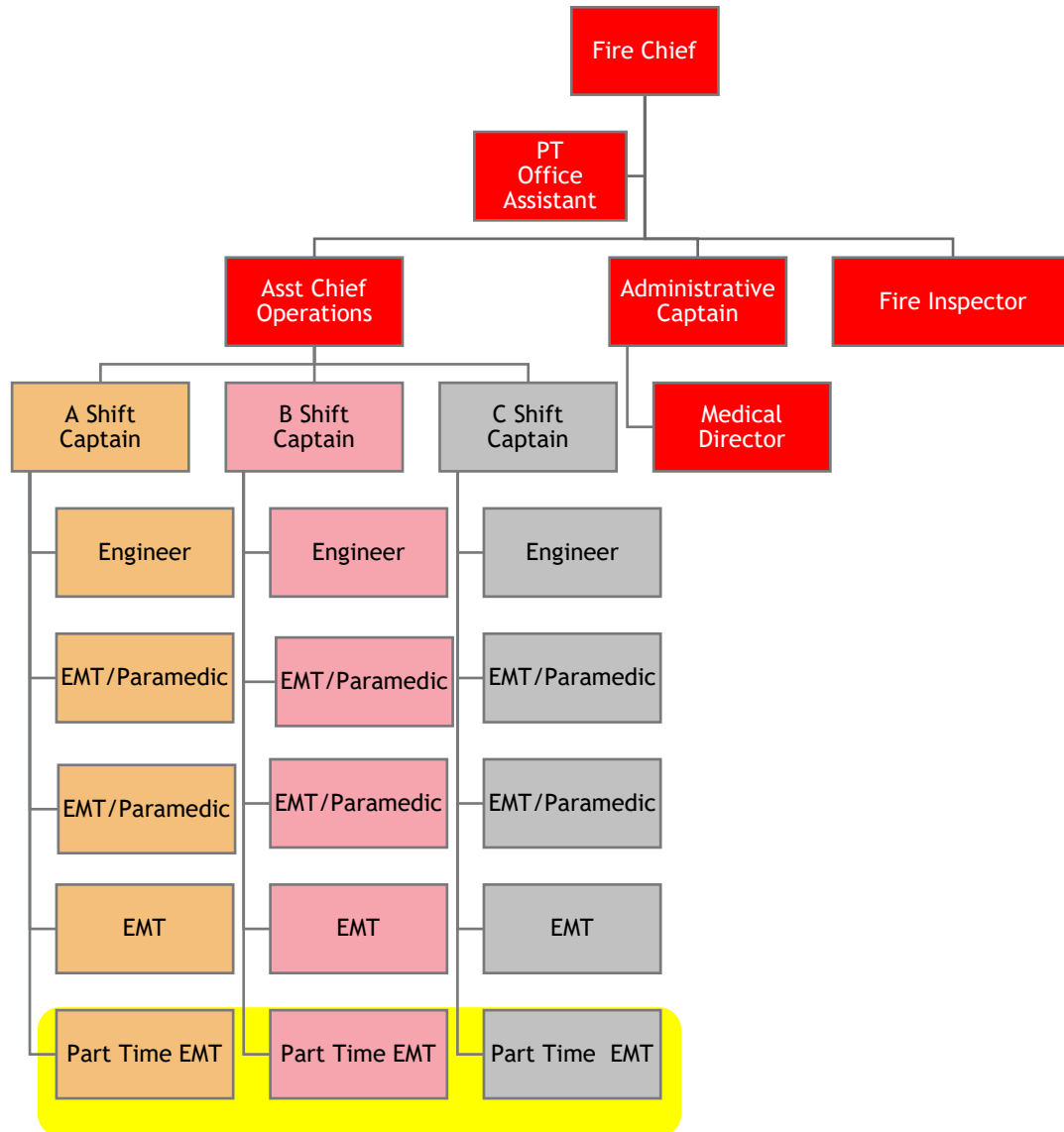
STAFFING STRATEGY

- Apply for the SAFER Grant
 - Ask the grant to fund three Battalion Chief positions (pay and benefits)
 - SAFER Grant was created to assist fire departments achieve NFPA Standards
- Transition three existing part-time Firefighter positions to three Battalion Chief positions.
- This will provide 24/7 coverage with battalion chiefs, one on each team.
- No increase in total personnel count.
- Fill Battalion Chief positions when feasible, through attrition.

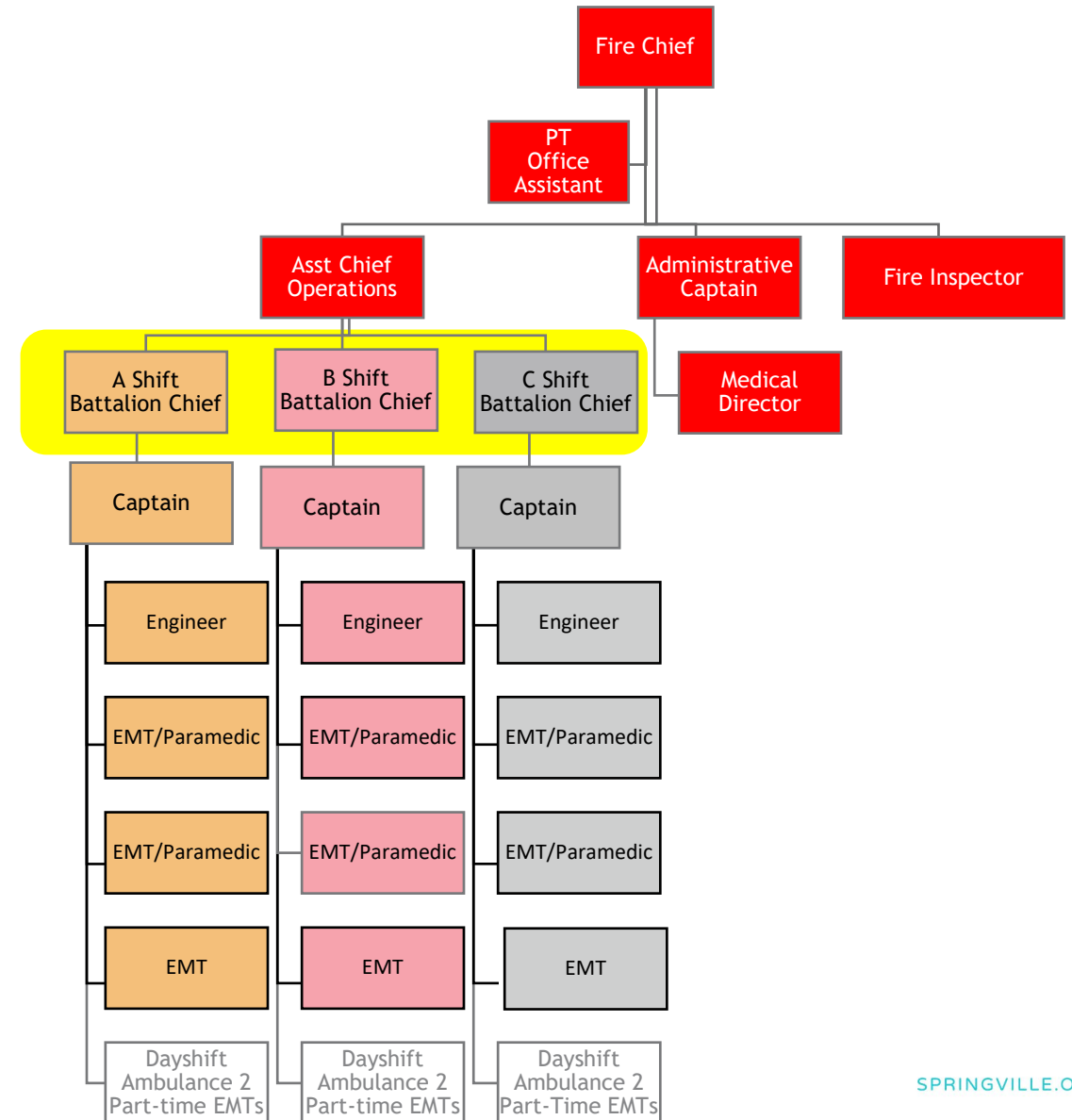


COMPARISON ORG CHARTS

CURRENT

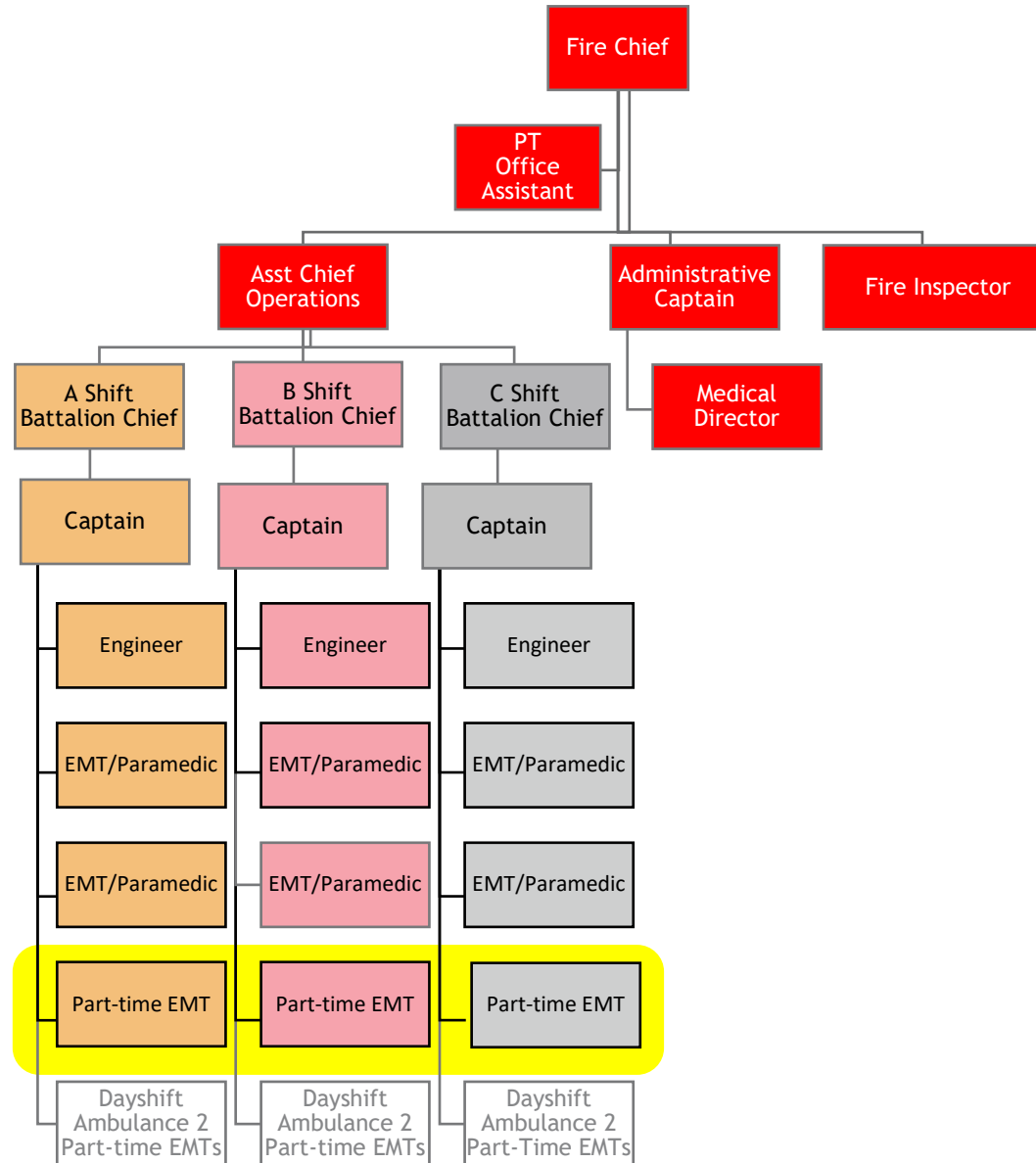


PROPOSED





AFTER SAFER GRANT





COST STRATEGY AFTER SAFER

	Benefit Costs (family plan)	Midgrade Annual Wage (10% increase from current)	URS, SS, etc. (21%)	Total Cost Increase in Fourth Year
Existing Firefighter (EMT-A, Grade 15)	Existing Cost	\$74,136.39	\$15,568.64	
New Battalion Chief Grade 23	Continue Existing Cost	\$120,750.94	\$25,357.70	
Fourth Year Cost Increase, each Position	\$0	\$46,614.56	\$9,789.06	
Fourth Year Cost Increase for 3 Battalion Chiefs		\$139,843.68	\$29,367.17	\$169,210.85



ADDITIONAL STARTUP COSTS, YEAR 1

- One Vehicle, Truck or SUV \$75,000
- One Computer/workstation \$5,000
- Three Sets Turnouts \$1,500



FUNDING STRATEGY

- Commit 50% of growth dollar increases in the next 3 fiscal year budgets, put the money in a sinking fund to help us fund the positions after the SAFER Grant while we continue to grow.
- Current fiscal year budget:
 - 50% through the budget year, but have only spent 42.5% of budget
 - 7.5% of year to date budget = \$128,028.38
 - Use the carry over/reward to pay for Battalion Chief program capital costs.