



Public Safety Staffing Levels

Austin Police & Fire Departments



June 1, 2016 | City of Austin, Texas



Police

Overview

➤ Community Policing

➤ How are we doing?

- o Community Perception of Police Services
- o Calls for Service and Response Times
- o Sworn Staffing
- o Patrol Proactive Policing (Community Engagement)
- o Detective Staffing
- o Civilian Staffing

➤ Policy Questions



Police

Community Policing

➤ What is Community Policing?

- o Community Policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.

Police

Community Policing

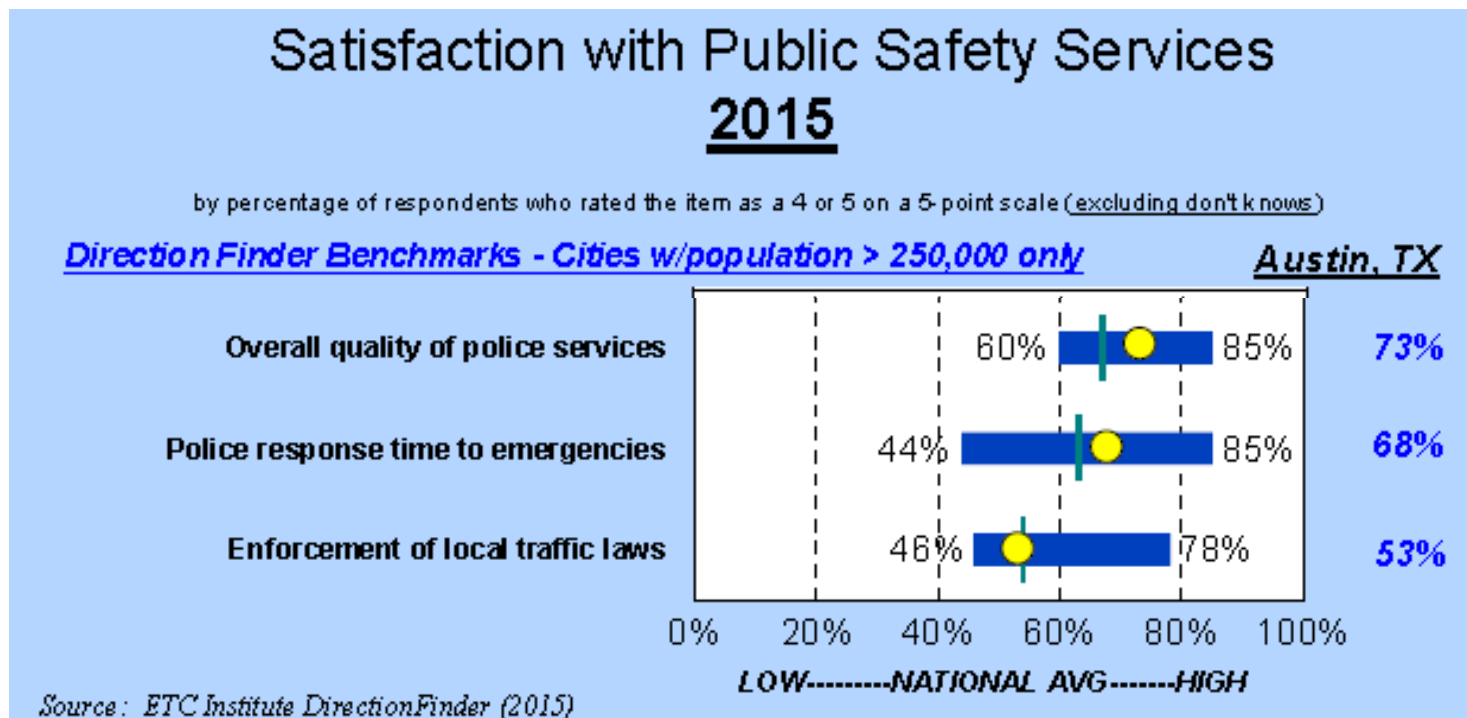
➤ Community policing comprises three key components:

- Community Partnerships: Collaborative partnerships between the law enforcement agency and the individuals and organizations they serve to develop solutions to problems and increase trust in police
- Organizational Transformation: The alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving
- Problem Solving: The process of engaging in the proactive and systematic examination of identified problems to develop and evaluate effective responses

Police

Community Perception of Police Services

- Yellow dot is City of Austin
- | Blue-green bar is national average for the cities included



Police

Calls for Service and Response Times



HOT SHOT (EMERGENCY) CALLS

Calls involving physical harm or injury to a person or property; and that is in progress and/or all involved parties are still on scene.



URGENT CALLS

Calls involving physical harm or a perceived threat to any person or property; and that just occurred and/or suspects may still be in the area; and where a quick response might aid in apprehension.



PRIORITY 2 CALLS

Calls that pose either a minimal or no immediate threat; and that are in progress or just occurred; and warrant a rapid police response.



PRIORITY 3 CALLS

Calls where protection of life or property is not at risk; and an immediate police response will not likely prevent further injury, loss of property, or adversely impact an investigation.

Police

Calls for Service and Response Times

	Actual FY13	Actual FY14	Actual FY15	Goal FY16
Number of EMERGENCY and URGENT calls dispatched for service	77,996	79,169	83,755	83,722
Number of Priority 2 calls dispatched for service	153,613	149,920	149,729	*
Number of Priority 3 calls dispatched	117,305	106,984	104,041	*
Number of incidents responded to by patrol officers, including self-initiated	623,768	595,292	572,623	567,517
Number of calls dispatched for service	348,915	335,995	337,406	319,354
Number of officer initiated-calls for service	274,853	259,297	235,217	248,163
Total response time for EMERGENCY call	6:02	6:24	6:37	6:27
Total response time for URGENT calls	8:13	8:23	8:42	8:21
Total response time for Priority 2 calls	15:05	15:29	16:08	*
Total response time for Priority 3 calls	44:06	45:15	47:26	*

* Goals not set for Priority 2 & 3

Police

Patrol Proactive Policing (Community Engagement Time)

- Last year's projection was to end 2015 at 21%
- Council added 39 officers to maintain at 21%
- Actual end of 2015 was 17%
- Estimated for 2016 is 18%

	Year	Effective staffing	Uncommitted percentage
2014 Actual	2014	573	19%
2015 Actual	2015	568	17%
2016 Projected	2016	609	18%

- 133rd academy graduates July 8
 - o 38 officers
- 134th academy began March 31; graduating October 28
 - o 50 officers
- 135th academy begins July 11; graduating October 28
 - o 30 estimated (modified class)

Police

Sworn Staffing

➤ Challenges

- o Changing Environment

➤ Recruiting

- o Short Term Solutions
- o Long Term Solutions



Police

Key Policy Questions

- Does Council support the concept of Community Policing, which includes the concept of uncommitted time to determine future Patrol staffing?



Police

Detective Staffing - Clearance Rates

Violent Crime	Citywide Clearance as of April 2016			2014 UCR Clearance Rates	
	Cases entered YTD	Cases Cleared YTD	% of Total Cases	Austin	US*
Homicide	5	6	120%	66%	56%
Rape	191	114	56%	54%	37%
Bank Robbery	5	2	40%	31%	23%
Business Robbery	60	21	50%		
Individual Robbery	274	95	33%		
Aggravated Assault (no family violence)	398	124	31%	61%	43%
Aggravated Assault (family violence)	316	244	77%		
Total	1,249	606	48%	53%	36%

* Large US cities with populations between 500,000 and 999,999

UCR=Uniform Crime Reports (Official data on crime in the United States, published by the Federal Bureau of Investigation (FBI))

Police

Detective Staffing - Clearance Rates

Property Crime	Citywide Clearance as of April 2016			2014 UCR Clearance Rates	
	Cases entered YTD	Cases Cleared YTD	% of Total Cases	Austin	US*
Burglary (non-residence)	606	75	11%	11%	9%
Burglary (residence)	1,092	141	14%		
Auto Theft	683	120	18%	16%	8%
Burglary of Vehicle	2,937	55	2%	15%	15%
Other Theft	5,379	1,038	19%		
Total	10,697	1,429	13%	15%	13%

* Large US cities with populations between 500,000 and 999,999

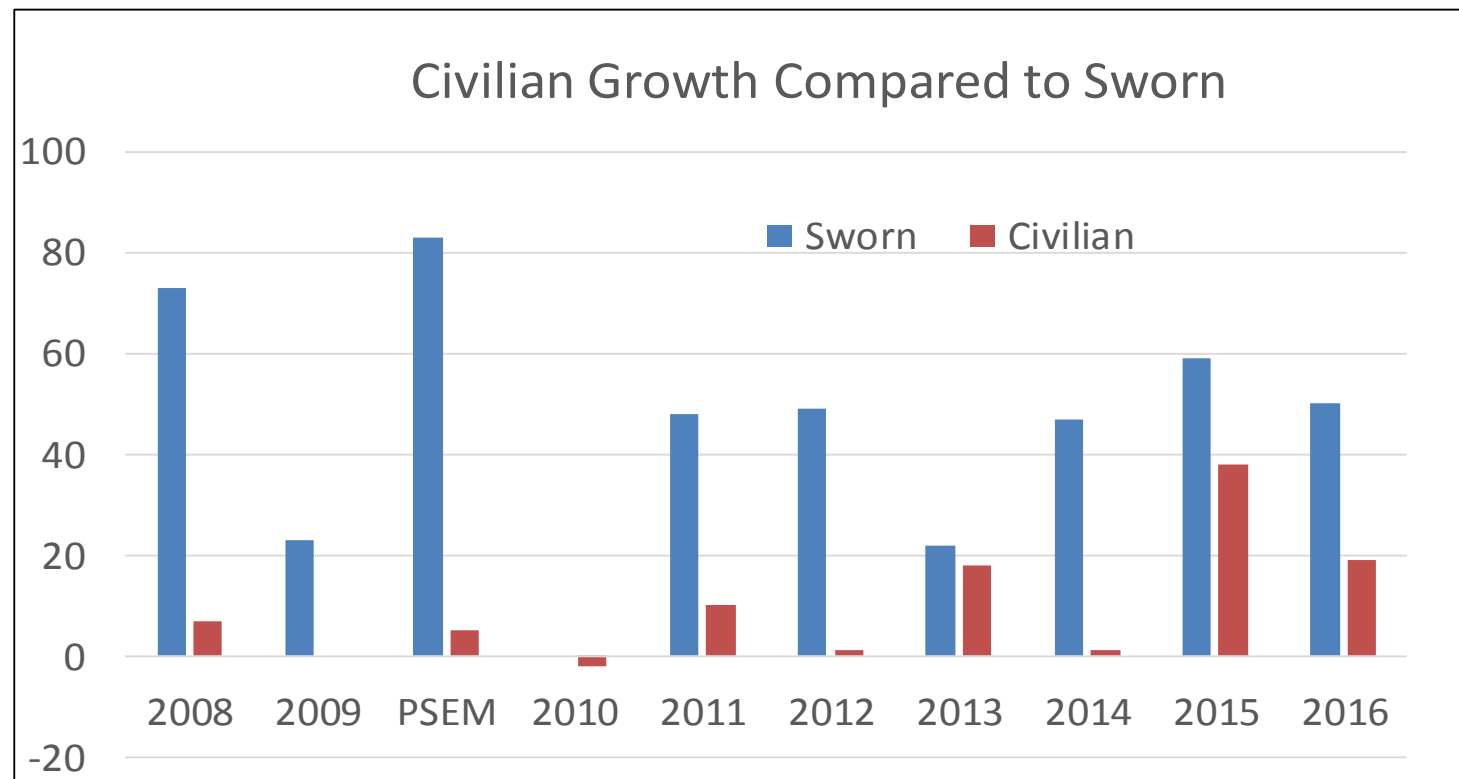
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Police

Civilian Staffing

➤ Challenges

- o Growing caseloads that civilians support
- o Civilian support staff has not kept up with sworn additions



Police

Key Policy Questions

- Does Council support adding additional detectives and civilian staff to improve crime clearance rates?



Fire

Overview

- **Operations Staffing**
 - o Mandatory Staffing
 - o Response Times
 - o Standard of Coverage (SOC)
- **Adding Fire Stations**
 - o Costs
 - o Plan to Maintain Standard of Coverage
- **Policy Questions**



Fire

Staffing Standard

- National Fire Protection Association (NFPA) 1710
 - o Minimum of four firefighters per each firefighting apparatus
 - o TWO IN and TWO OUT



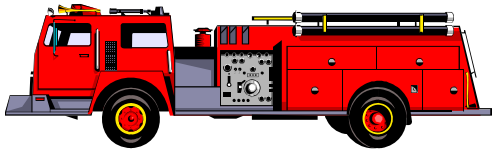
➤ Council Resolution 20071101-038

“Beginning in January 2008, the City will implement a minimum staffing policy for the Austin Fire Department and that staffing model will be completed by 2019 or sooner...

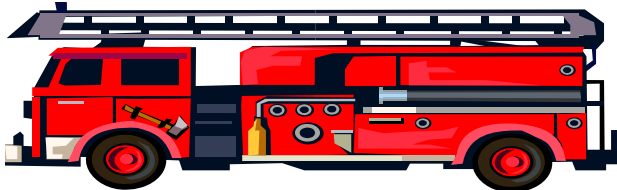
- o Resolution 20100114-043 accepted SAFER grant funding allowing AFD to achieve four person staffing goal in 2013

Fire

Staffing on Fire Apparatus



ENGINE aka “Pumper”



AERIAL aka “Ladder” or “Quint”



RESCUE aka “Special Operations”

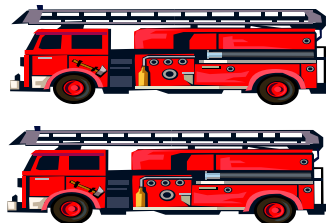
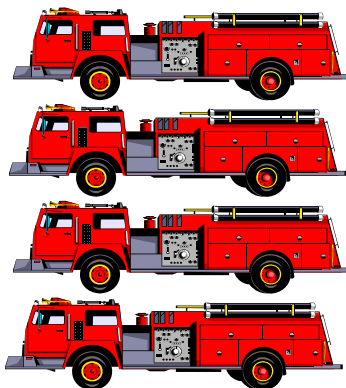


BATTALION CHIEF aka “Incident Commander” or “Safety Chief”

Example Emergency Response - Box Alarm

of Units: 9

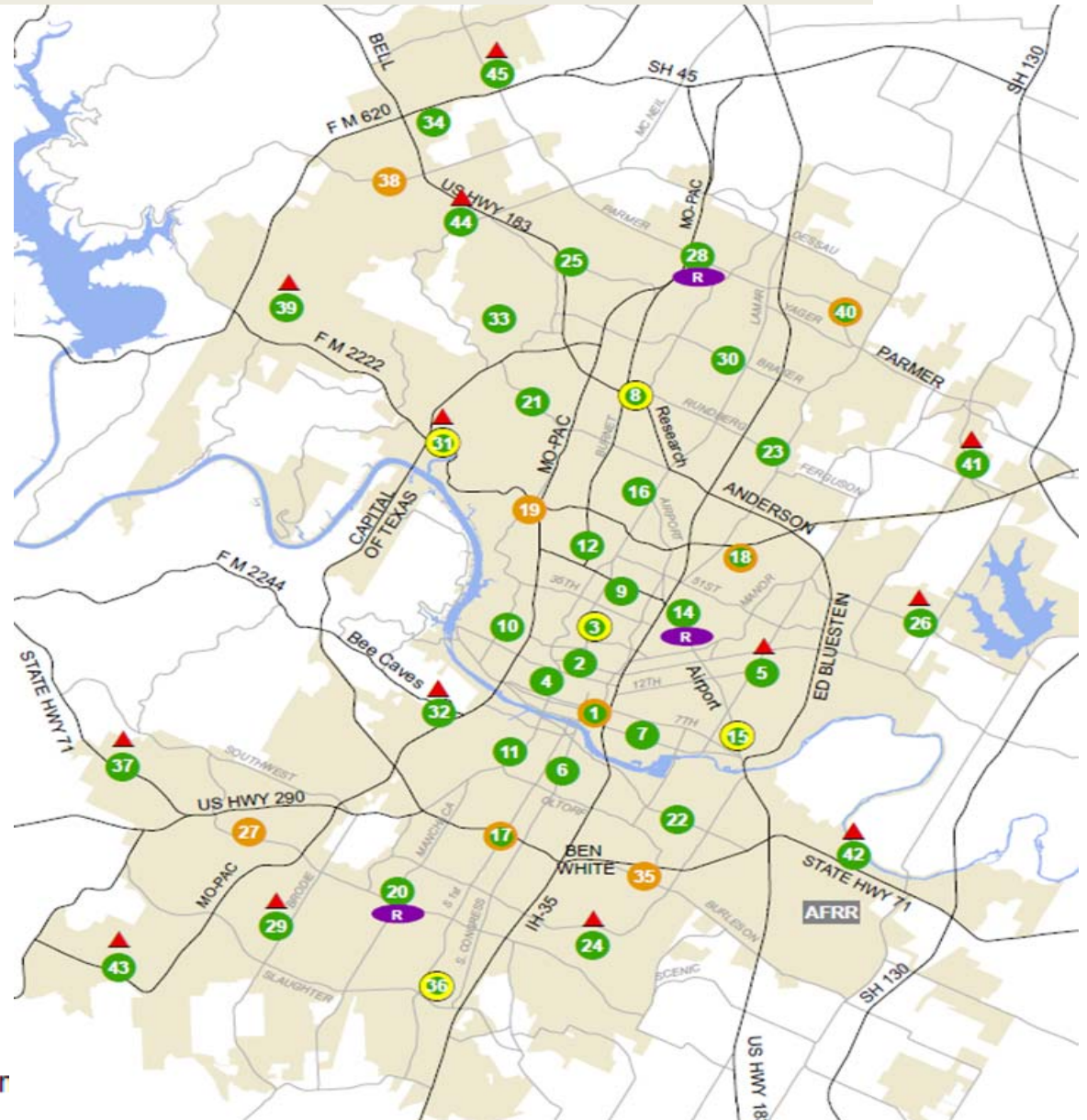
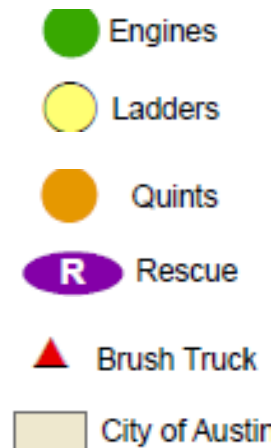
of FFs: 30



Fire

Stations

- 1,147 sworn positions
- 97 civilian positions
- 44 fire stations
- 1 airport fire station with 4 airport fire rescue units
- 42 engines
- 5 ladder trucks
- 8 Quints
- 3 rescue units
- 12 brush trucks
- 17 water rescue resources



Fire

Response Times

- Cover 323 square miles
- Assist neighboring Emergency Service Districts with automatic aid on critical incidents
- Responded to 89,563 incidents in FY15
 - o 1,082 structure fires (1.2%)
 - o 2,927 other fires (3.2%)
 - o 63,679 medical calls (71.1%)
 - o 2,330 hazardous materials (2.6%)
 - o 619 rescues (0.7%)
 - o 18,563 other call types (20.7%)
- Keep the fire to the room of origin...
 - o 84% of the time on all structure fires
 - o 90% of the time on apartment fires



Fire

Response Times

➤ Response Time Goals

- o FY16 Goal: 90% of the time, AFD will arrive on-scene in 8 minutes or less
- o FY14 Revised Goal from 85% to 90% based on national standard
- o FY15 Actual: 90% of the time, AFD arrived on-scene in 8 minutes & 55 seconds or less (almost one minute over goal)

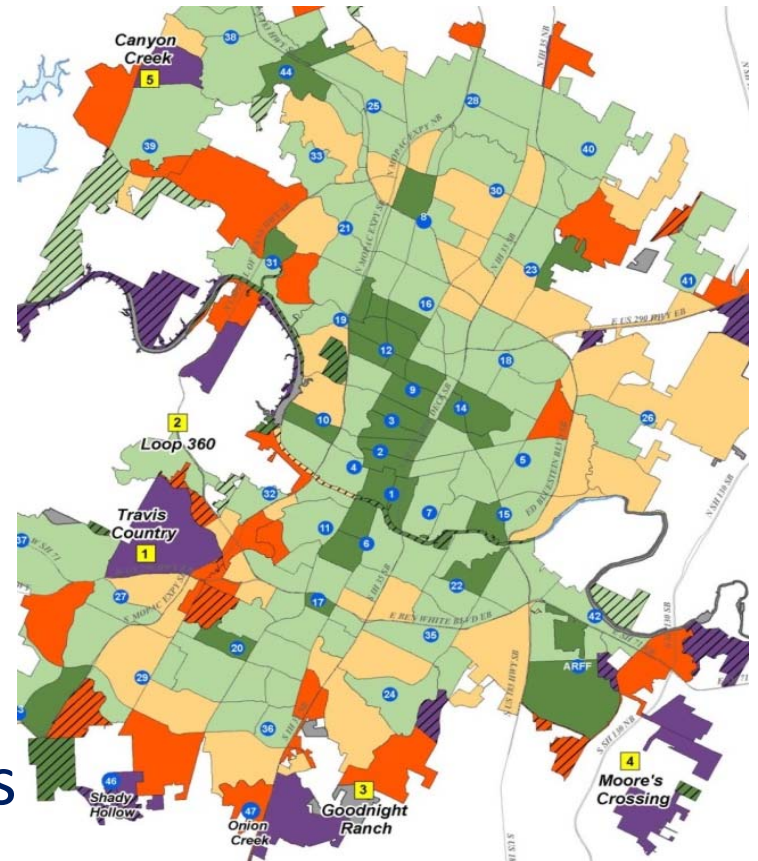
➤ Response time can be reduced by addressing “Standard of Coverage” deficiencies

- o Need to add fire stations to:
 - Reduce distance between stations (increase coverage)
 - Place stations closer to residents (reduce travel time)

Fire

Standard of Coverage

- In the 2015 Standard of Coverage map, purple areas need fire stations now based on:
 - significant development
 - increased population, and
 - response times that are substantially below AFD's goal
- Burnt orange areas could need stations in the next five to ten years



Fire

Standard of Coverage

➤ Top Five Areas:

1. Travis Country (Dist 8)

Pop=6.5K; Housing Units=3K

Response: 12 min. 4 sec.

2. Loop 360 (Dist 8 & 10)

Pop=4.5K; Housing Units=2K

Response: 10 min. 4 sec.

3. Goodnight Ranch (Dist 2)

Pop=8K; Housing Units=2K

Response: 11 min. 46 sec.

4. Moore's Crossing (Dist 2)

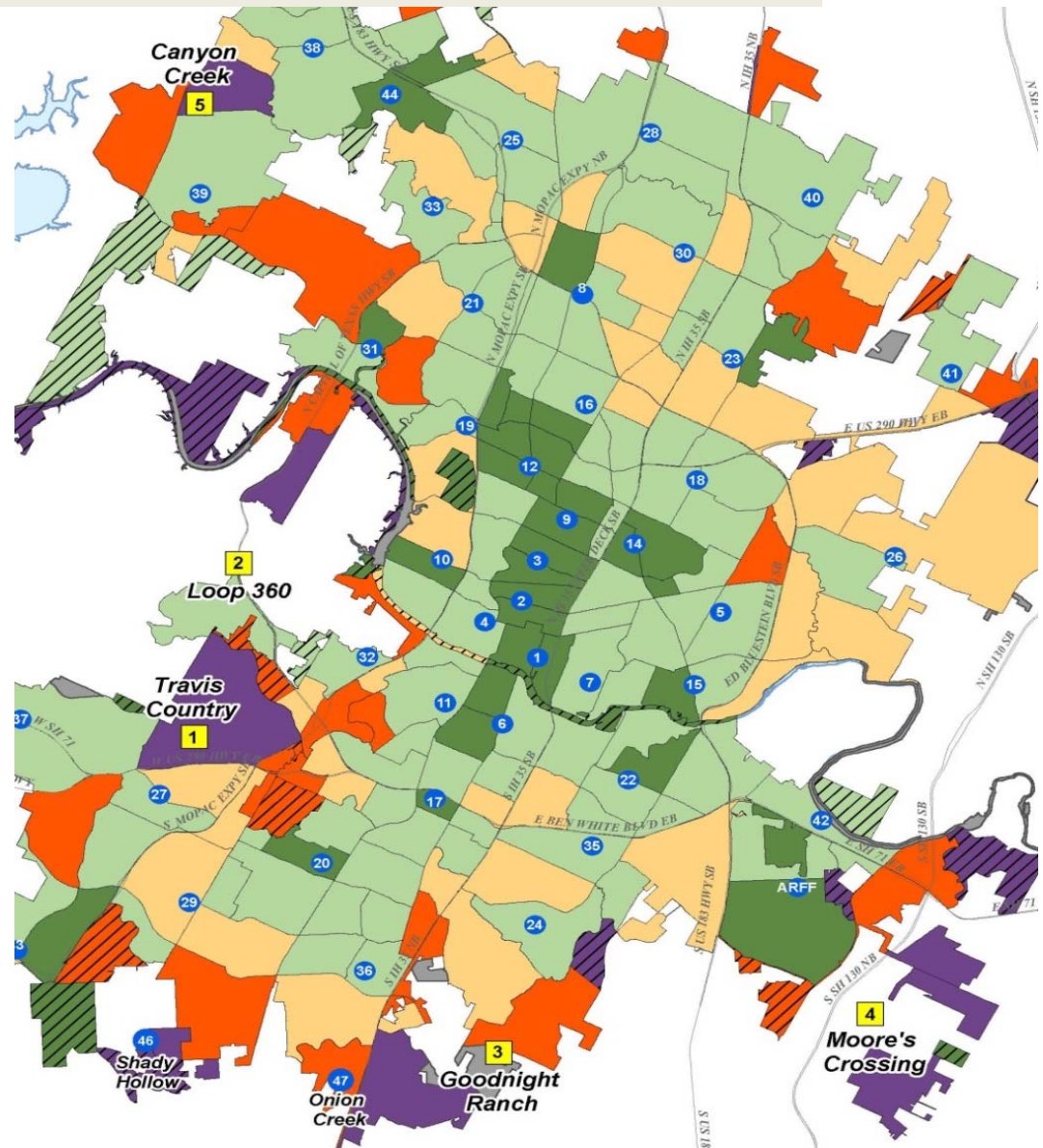
Pop=5K; Housing Units=1.5K

Response: 13 min. 28 sec.

5. Canyon Creek (Dist 6)

Pop=1.5K; Housing Units=500

Response: 11 min. 40 sec.



Fire

Adding Fire Stations

THE FOLLOWING NUMBERS ARE GENERAL ESTIMATES!

➤ Costs

- o Land Purchase – \$1.5M
- o Construction and Furnishing of the Building – \$8M
- o Apparatus – Quint \$1M; Engine \$800K; Rescue \$600K
- o Annual Staffing – at least \$1.8M
 - 16 Firefighter positions per apparatus
 - Some stations open with two apparatus
 - Timing of station opening can impact overtime budget
- o Personal Protection Equipment (PPE) for 16 FF – \$64K

Fire

Adding Fire Stations

➤ Plan to Maintain Standard of Coverage

- o Work with EMS on station design and implementation
- o Have several stations in development, but at different stages of funding/completion

Stage 1: Fund/acquire land

Stage 2: Fund/design station

Stage 3: Fund/order apparatus

Stage 4: Station construction

Stage 5: Fund operations/staffing

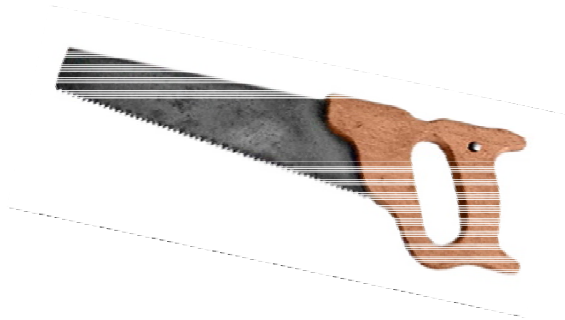


Fire

Adding Fire Stations

➤ Plan to Maintain Standard of Coverage

- o Utilize different funding models, including Public Private Partnership (P3) with or without City land
- o Additional details will be provided in late June with staff response to Resolution 20160324-009 regarding a “comprehensive plan ...with proposed funding mechanisms and timelines for building fire stations” in the five named areas of immediate need.



Key Policy Questions

- How does adding Fire Stations compare to other Council funding priorities?

