

COUNCIL WORK SESSION

THREE IN ONE

TRAINING

ENGAGING THE COMMUNITY

STAFFING FOR A GROWING COMMUNITY

FILLING THE GAPS

September 21, 2020







Total
General Fund Positions
241.4

Patrol Division 158.0

Investigations Division 47.5

Support Division 35.9

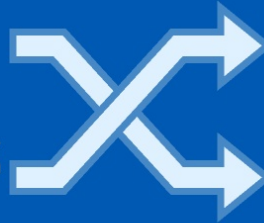
Demographics of our Workforce



241 personnel = 189 sworn + 52 civilian



171 male officers
18 female officers



RACE & ETHNICITY

American Indian 1	Hispanic 15
Black 1	White 172



30 bilingual staff, field and office



ASL, Russian, Spanish

A diagram illustrating the components of Officer Training. A large blue circle with a white border is centered on the slide, containing the text "Officer Training". To the right of this central circle are two smaller, dark gray circles. The top gray circle contains the word "RECRUITS" and the bottom gray circle contains the words "CONTINUED TRAINING". The background of the slide is a scenic photograph of a sunset or sunrise over a landscape with hills and a body of water.

Officer Training

RECRUITS

CONTINUED
TRAINING

i **1,620**
total hours of
training **BEFORE** they
are in the field
handling calls on
their own

A new recruit
completes:
640 hours of training **at the
police academy**, aka the Oregon Department
of Public Safety Standards & Training
340 hours of **in-house training**
conducted before/after attending the
police academy
640 hours of **one-on-one**
instruction in the field with a training
officer before achieving solo status.



FEBRUARY 2020 - NEW RECRUIT TRAINING

A new recruit receives nearly 1,000 hours of formal class
and hands-on training during the first phase.

OFFICER TRAINING THROUGHOUT THE YEAR

On a **quarterly** basis some of the training disciplines include:

- Confrontation simulation*
- Defensive tactics*
- Emergency vehicle operations
- Firearms
- First aid

* Includes de-escalation techniques





Other topics presented through the **annual** in-service training session

- Case law updates with the City and District Attorneys
- Chief's update
- Cultural competency
- Dealing with emotionally disturbed persons
- De-escalation
- Ethics
- Implicit bias
- Police legitimacy
- Procedural justice
- Resiliency

Engaging our community



1984



1998

2005



2006

2015



our community



1984



1998



2005



2006



2015

traditional media

2006



2004



2010



1998

new media



2011

All videos have closed-captioning in English and Spanish for our hearing-impaired residents

An aerial photograph of a city at sunset, with a large blue circle overlay on the left side. The circle contains the text "Staffing for a growing community". To the right of the circle are two white circles containing the text "CALLS FOR SERVICE" and "CHALLENGES".

Staffing for a
growing community

**CALLS FOR
SERVICE**

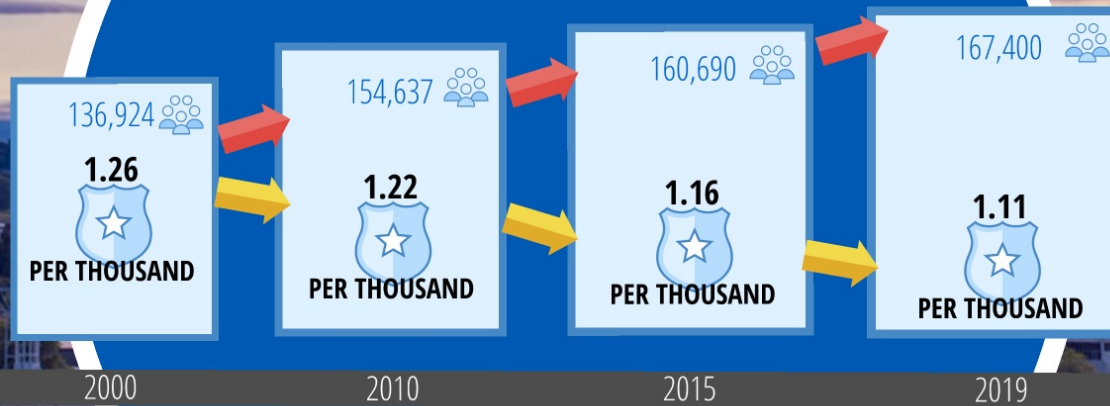
CHALLENGES

Staffing for a growing community

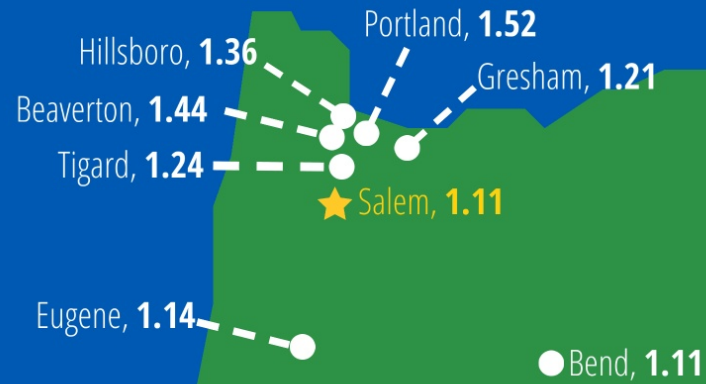
CALLS FOR SERVICE

CHALLENGES

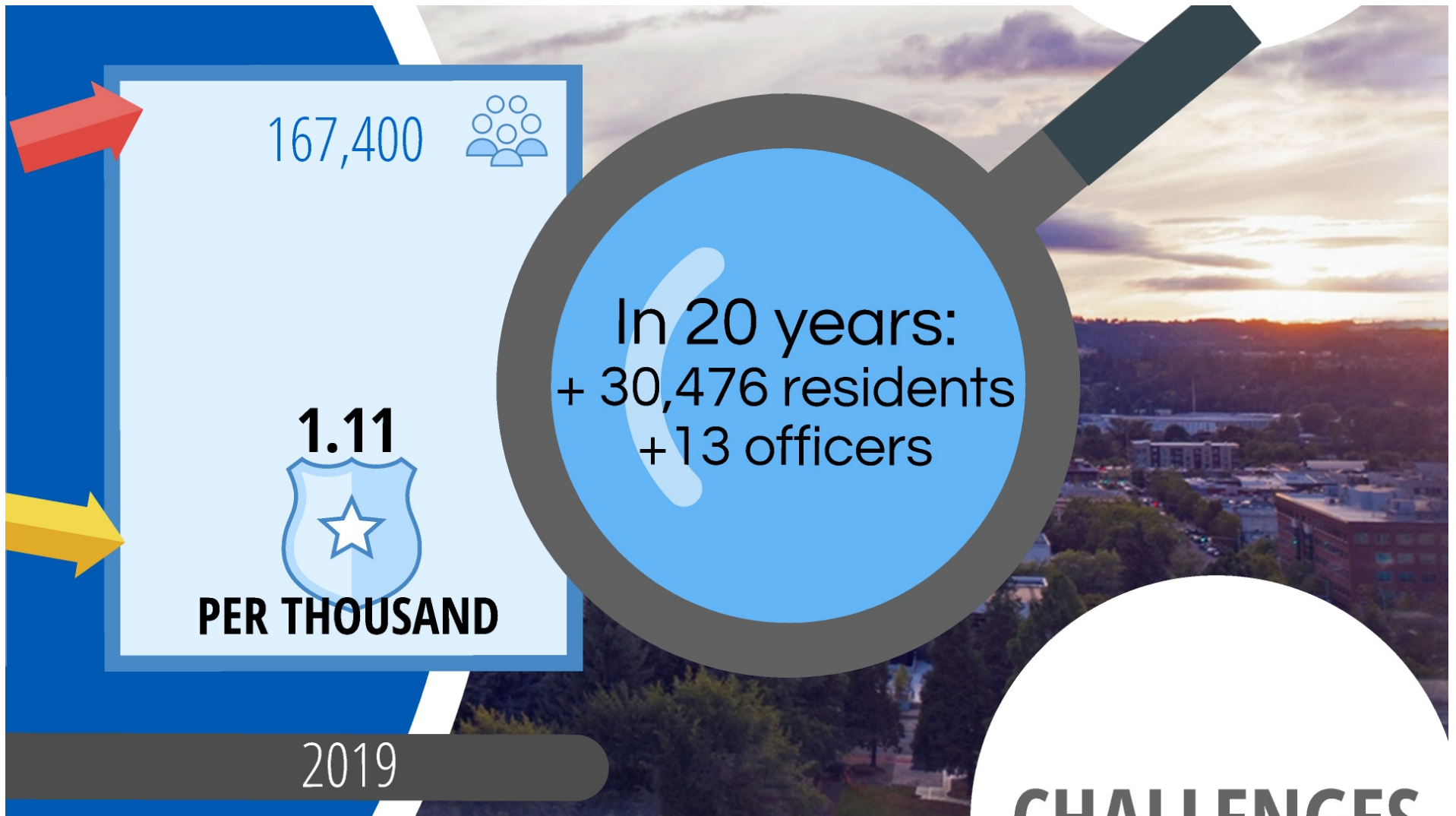
POPULATION



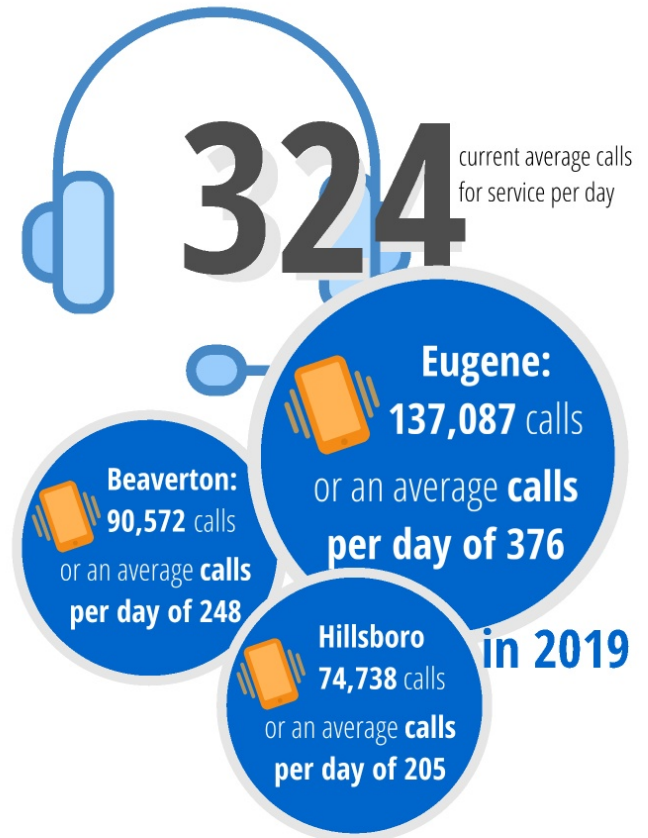
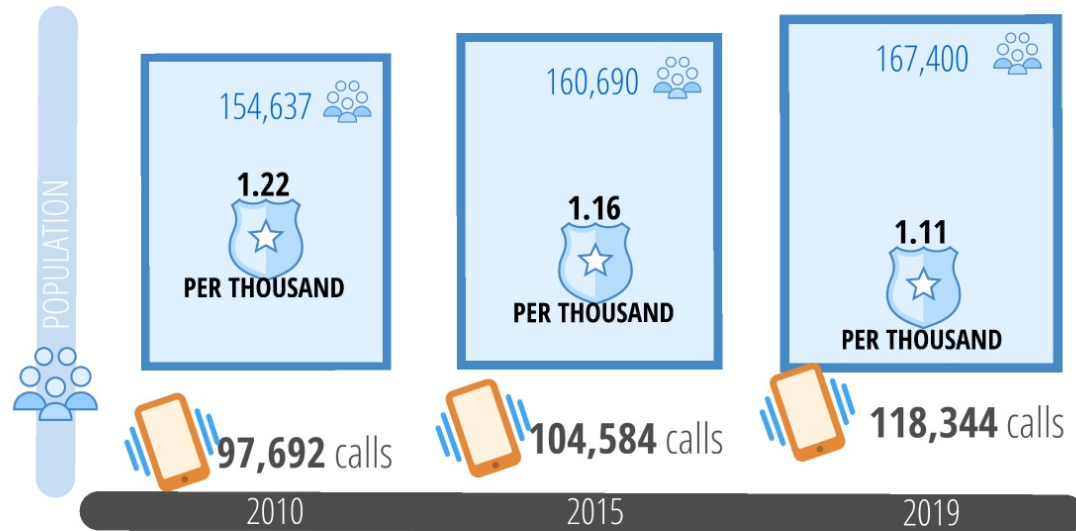
Officers per thousand around the state



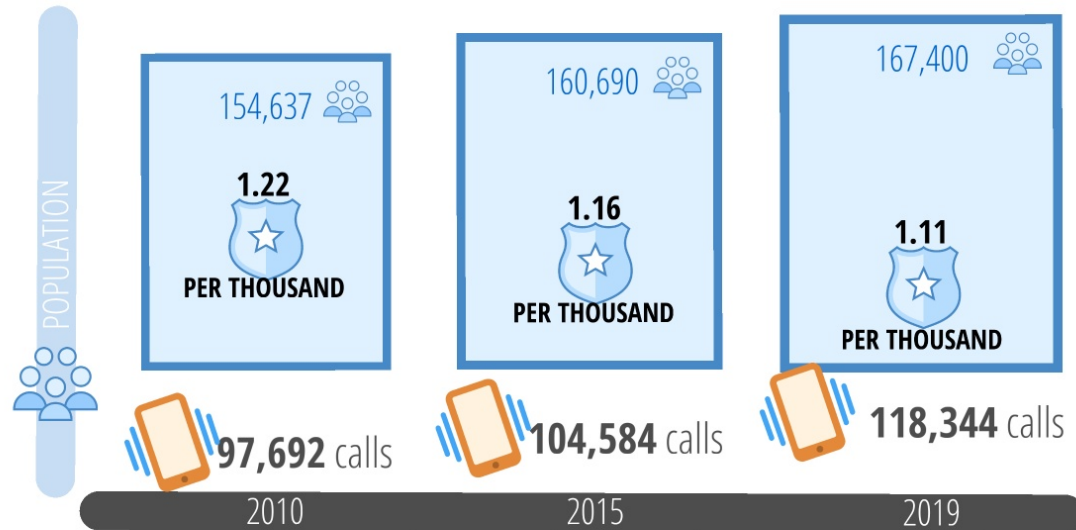
2019



Calls for service over time



Calls for service over time



324 current average calls for service per day

wide range of violent persons



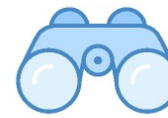
and property crimes



other police services and activities



Calls related to emotionally disturbed persons
Homeless individuals and camps



Attempt to locate dispatches for suspicious person, stolen vehicles, etc.

CHALLENGES

Patrol calls without a police response

In 2019

8,000

- Assist another agency
- Attempt to locate
- Driving complaint
- Ordinance violation
- Traffic assist
- Unverified alarms

> 2,500

Patrol officer property crime incidents sent to detectives went unassigned

20%
of calls are self-initiated

Beaverton PD (50%)
Eugene PD (25%)
Gresham PD (40%)

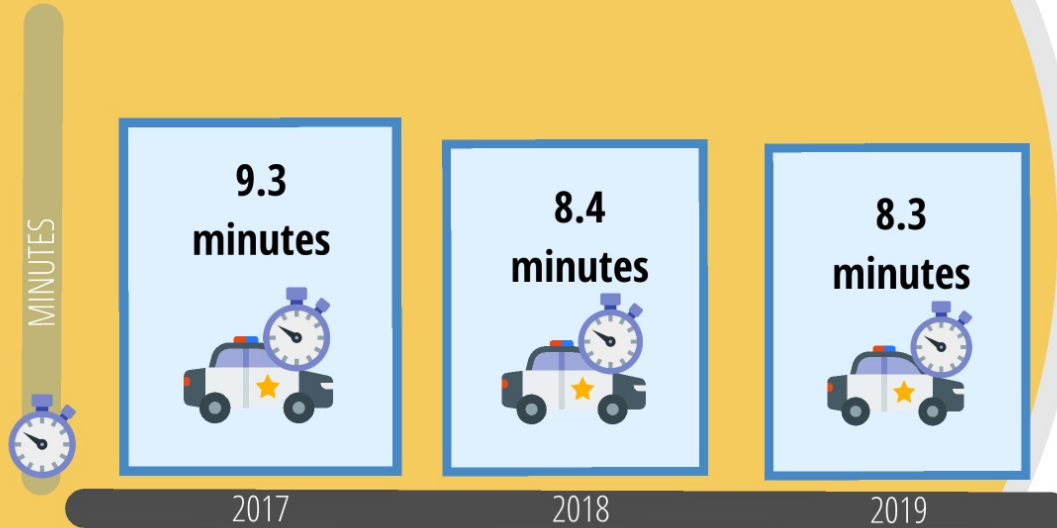
“ Our ability to do preventive patrol where we drive through a neighborhood and we get to know a little about the areas we work—when we're going from call to call, those opportunities go away. ”



CHALLENGES

Patrol officer response time

Priority 1 & 2 calls



Factors:

- **Number of incoming calls**
- **Number of officers available** to respond
- **Number of officers needed** to respond to the specific situation



CHALLENGES

Investigation impacts



Persons crimes:



9 DETECTIVES IN THE UNIT

4

Assigned to investigate:
assault,
attempted murder, homicide,
robbery, homicide

5

Assigned to investigate:
Sex crimes: child abuse,
criminal mistreatment, rape, sex
abuse, sodomy

19



OPEN CASES PER DETECTIVE

21



OPEN CASES PER DETECTIVE



Property crimes:



8 DETECTIVES
IN THIS UNIT

Arson, auto theft, burglary, forgery, fraud,
identity theft, theft 1 & 2 category crimes

21



OPEN CASES PER DETECTIVE

in 2019
>2,500

Patrol officer
property crime
incidents sent to
detectives went
unassigned



Behavioral Health Unit

4-person unit



- Sergeant
- 3 officers

Each officer
position is
grant-funded

The officers
are teamed with a qualified
mental health professional

Three teams cover the city:
2 in Marion County
1 in Polk County

TEAM
WORK



Together find
positive
alternatives to
arrest

Number of EDP calls
handled annually by
Salem Police

> **5 0 0 0**

Average number
EDP calls
handled **per day**

14

Problem-Oriented Policing Team

1 sergeant, 2 officers

- Homeless individuals and camps
- Chronic crime and nuisance properties

Downtown Enforcement Team

1 sergeant, 5 officers

Riverfront & Minto-Brown Parks

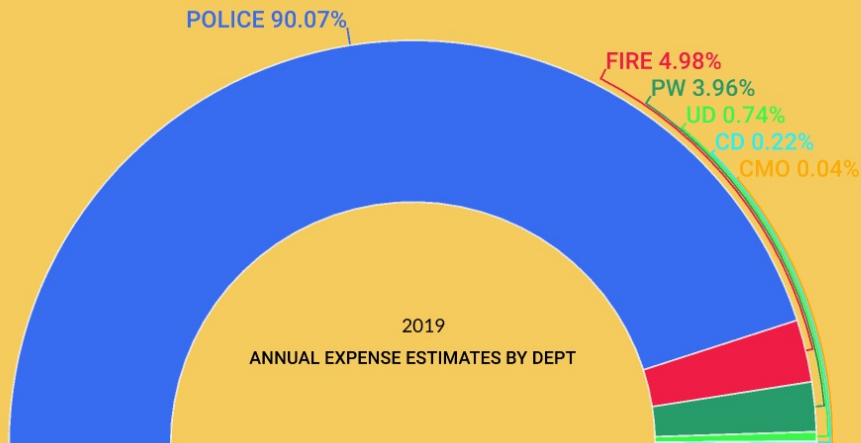
- Transit mall

To date in 2020,
officers have
responded to
>3,000 calls for
service related to
the homeless



CHALLENGES

estimated fiscal IMPACTS in 2019



● POLICE ● FIRE ● PW ● UD ● CD ● CMO

NEWS

Salem spends more than \$5.2 million a year on homelessness issues, draft report states

Jonathan Bach Statesman Journal

Published 6:00 a.m. PT Nov. 29, 2019

Salem police on front line of growing homeless crisis, urge changes

Lauren Hernandez Statesman Journal

Published 6:00 a.m. PT Jun. 14, 2018 | Updated 10:53 a.m. PT Jun. 14, 2018



≈ **4.3M\$**

PATROL DIVISION

20% time - Patrol officers

75% time - Downtown Enforcement Team

≈ **24K\$**

SUPPORT DIVISION 5% time - Records staff

10 hours/month - Property & Evidence Unit

≈ **300K\$**

WVCC DISPATCH

10% time

Taking phone calls and dispatching officers

CHALLENGES

Absence of services for the chronically homeless

*specialized crisis
response team*

Salem should not yield to Eugene in effort to help the homeless

Statesman Journal Editorial Board
Published 4:37 p.m. PT Jun. 19, 2018



SR SALEM REPORTER

'You want a resolution as much as possible': Six hours with Eugene's mobile crisis intervention team

I want their own version of CAHOOTS, a team of people who answer low-level 911 calls like mental health and drug abuse. Doing so could allow costlier police and firefighters, to focus on bigger problems.

By Bryn Nelson — Salem Reporter
December 9, 2019 at 1:27pm



CANDO Archive

The weblog of the Central Area Neighborhood Organization

Home About Bylaws Board Priorities Recent Board Actions B

Sunday, January 13, 2019

Sobering Ctr Operating Gap Widens

Revised: 27 January 2019

By Sarah Owens and Michael Livingston

Revision reflects additional reasons for construction delay cited by S

The City is seeking contributions in an effort to close the widening gap in funding for operating a sobering center and the current financial commitments of the city. Moller, J. and Murphy T. "Replacing the Stigma of Addiction with Hope" (2019, Salem Business Journal.) (special section United at 6.)

sobering center

SR SALEM REPORTER

Salem buys time to find funding for sobering center as construction starts

Salem will return \$330,000 in state grants that required the city to be prepared to operate a sobering center after it was built. City officials say replacing those funds with urban renewal dollars allows them to find ways to pay for the estimated \$950,000-a-year facility.

By Troy Bryn Nelson — Salem Reporter
March 14, 2019 at 2:33pm

