

EXECUTIVE OFFICES & CRIMINAL JUSTICE APPROPRIATIONS SUBCOMMITTEE

FEBRUARY 6, 2020

Utah Department of Public Safety

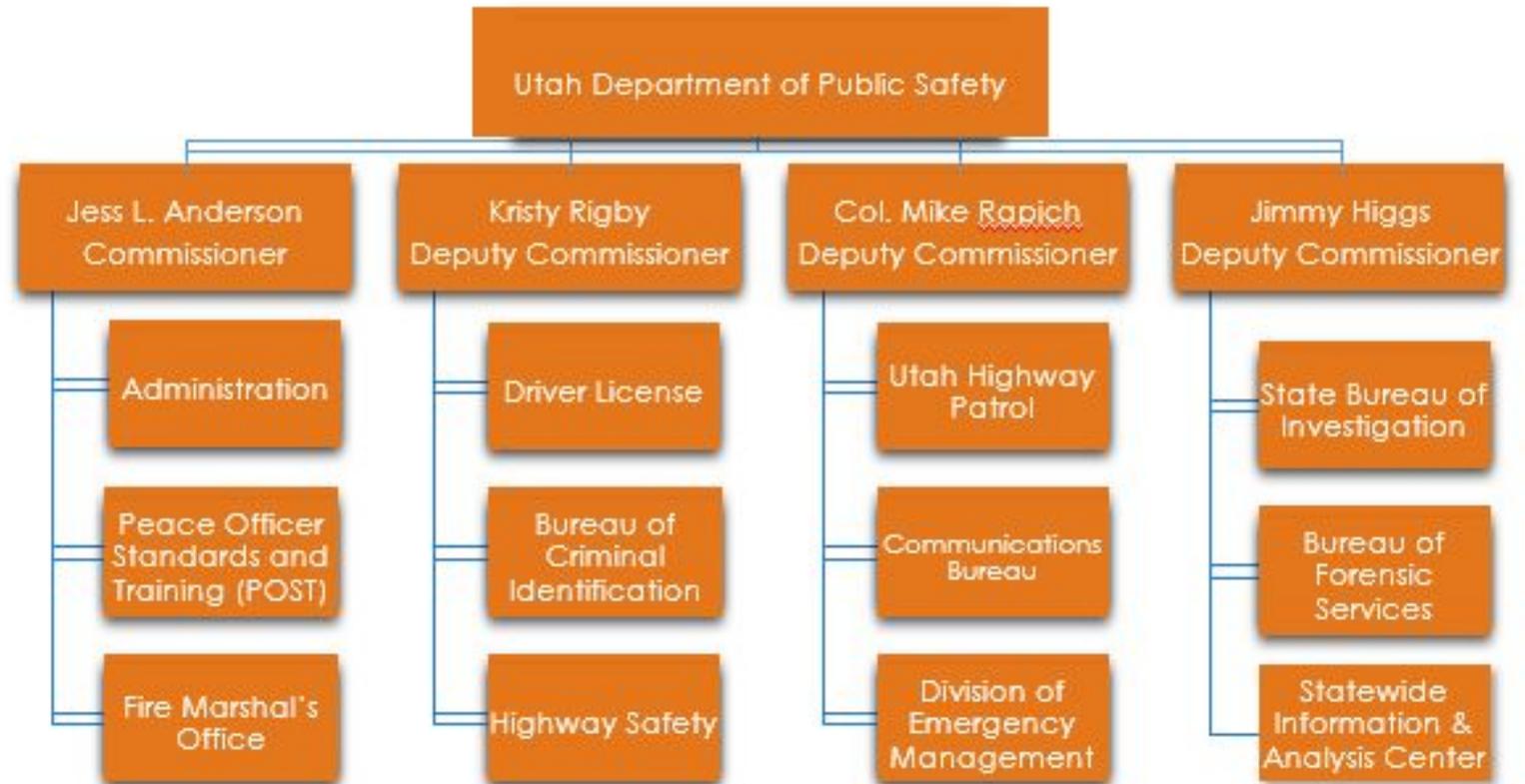
Keeping Utah safe through dedicated public service
and partnerships to protect Utah's great quality of life



Utah Department of Public Safety

'Keeping Utah Safe'

“At DPS, we view public safety as a shared responsibility between public servants, sworn and civilian, and those who live and work in the communities we serve.”



DPS RECOMMENDED FUNDING - ACTION PLAN -

**Ensuring Proper Utilization Of The
Investment Made In DPS To Protect
Utah's Great Quality Of Life**

Long Term Career Focus For Emergency 911 Communications & Utah Highway Patrol Officers

TARGETED COMPENSATION INCREASE - STRATEGY TO REDUCE RETENTION GAP

- ❖ **\$1,000,500 ONGOING, GENERAL FUND**
 - **ADDITIONAL \$561,800 OBTAINED FROM INCREASED FUNDING OUTLINED IN THE GOVERNOR'S BUDGET.**

RETENTION FOCUS - CLOSING THE GAP ON THE PAY PLAN

- ❖ **Effective recruitment and retention demands a competitive pay range.**
- ❖ **A competitive pay range is a direct investment in personnel, helping to facilitate employee retention.**
- ❖ **Long term career focus will allow proper utilization of resources to foster and maintain a culture of professionalism within the competitive market.**
- ❖ **Reduce turnover and increase experience within employee base.**
- ❖ **Establish a solid employee foundation for success and cease the training of employees to work somewhere else.**

Separation Counts by Fiscal Year



Working Title	Average Years of Service at Separation
Certified Dispatcher	2.70
Certified Dispatcher - TL 1/2 Time	8.31
Manager	27.33
Supervisor	19.66

Retention Goal For Certified Dispatchers

Achieve an annual retention rate of 95% state-wide, and retain experienced dispatchers with 5 or more years.

Emergency 911 Communications - Compensation Increase

Critical Problem

- ❖ 911 communications is a 24/7 operation, which by nature involves daily life-saving operations, and absence of staffing is not an option.
- ❖ Nationwide shortfall and agencies are competing to hire qualified applicants.
- ❖ Cost to certify and train is high, and retention is low.
 - Cost to train dispatcher to operational level (6 months)
= \$58,000.00
(Recruitment, testing, hiring, training, wages)

Active Strategy

- ❖ **Internal Capacity**
 - Training
 - Multifaceted Orientation
 - Mentorship program
- ❖ **Recruitment and Retention Bonus**
- ❖ **Direct investment in personnel proposal**
 - Funding to support competitive pay plan

Communications Specialist Pay Comparability Survey
August 2016 - January 2020

Communications Agency		Starting Rate	Communications Agency		Published Top-Out Rate
1	Springville City	\$19.31	1	Springville City	\$27.02
2	Utah Transit Authority	\$18.44	2	Layton City	\$26.83
3	Salt Lake City & VECC	\$18.31	3	Salt Lake City	\$25.70
18	DPS Communications	\$15.00	8	DPS Communications	\$23.19

UHP Action Plan For Trooper Compensation And Retention

Critical Problem

- ❖ Multiple local law enforcement agencies with pay plans that are more aggressive, with higher start and top wages, and who run recruitments targeting only experienced officers.
- ❖ Failure to maintain a competitive pay plan in the current environment leaving UHP extremely vulnerable to losing newly trained officers, as well as, veteran officers.
- ❖ Cost to certify and train is high.
 - Cost to Train a Trooper to Operational Level = \$92,000 (8.5 months)
(Recruitment, POST/ FTO training, equipment, wages)

Internal Capacity

- ❖ Training
- ❖ Equipment and Resources
- ❖ Education Reimbursement
- ❖ Specialized Programs and Units
- ❖ Personal Wellness Programs

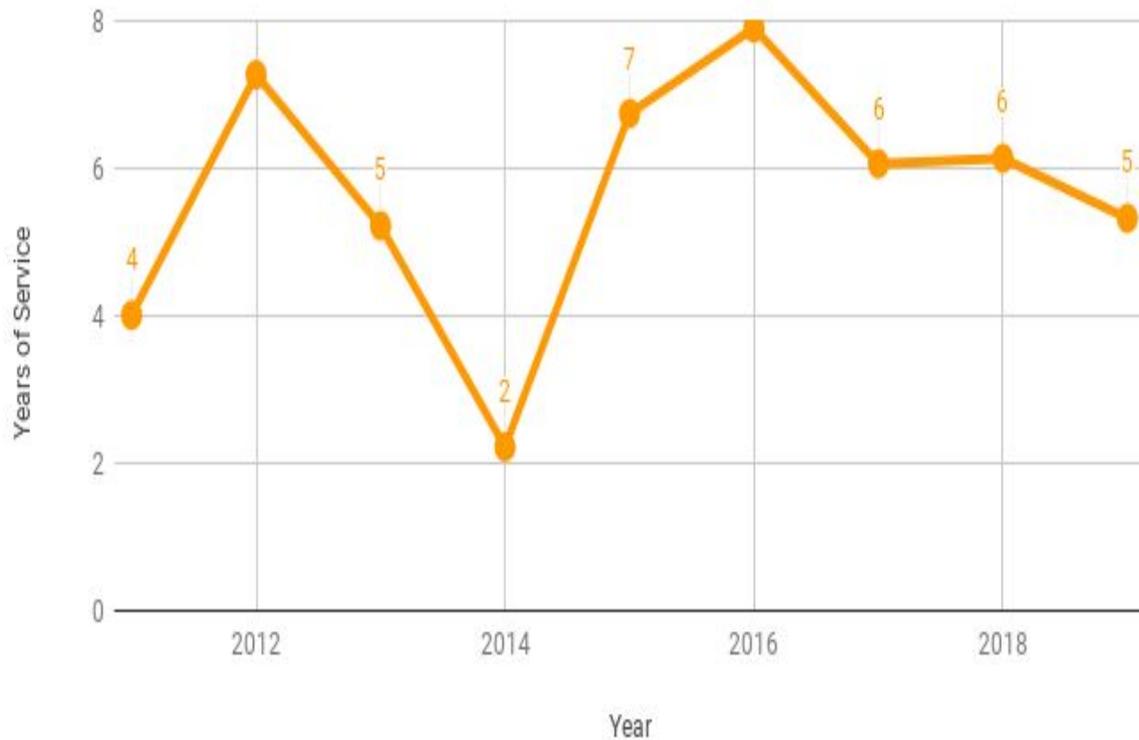
Direct investment in personnel proposal

- ❖ Funding to support competitive pay plan

Law Enforcement Pay Comparability Survey
August 2016 - January 2020

Law Enforcement Agency	Starting Rate	Law Enforcement Agency	Published Top-Out Rate
1 Utah County Sheriff's Office	\$24.74	1 Cottonwood Heights Police Department	\$36.13
2 Murray Police Department	\$23.13	2 Sandy Police Department	\$35.25
3 Adult Probation & Parole	\$23.11	3 Riverton Police Department	\$35.10
17 Utah Highway Patrol	\$21.00	14 Utah Highway Patrol	\$32.00

Average Years of Service at Separation (All Titles - Resignations Only)



	Number of Trooper Separations (Resignation and Termination Only)	Count of Separation of those Under 8 Years	% of Total	Count of Separation of those at 8+ years	% of Total
FY2015	18	14	77.78%	4	27.86%
FY2016	19	16	84.21%	3	15.79%
FY2017	19	17	89.47%	2	10.53%
FY2018	24	16	66.67%	8	33.33%
FY2019	30	25	83.33%	5	16.67%

Retention Goal For UHP Troopers

50% of trooper positions with 8 years or more experience; with an average annual retention rate of 95%

Outreach Services and Engagement

\$6,000,000 ONGOING, GENERAL FUND & \$1,587,000 ONE-TIME, GENERAL FUND



ONGOING FUNDING FOR 46 TROOPERS HIRED DURING OPERATION RIO GRANDE - PREVIOUSLY FUNDED ONE-TIME.

ONE-TIME FUNDING FOR CARS AND EQUIPMENT FOR THE 46 POSITIONS.

- ❖ **Identified UHP funding strategy to allow continued support of Rio Grande project and focus on resources to allow for future growth.**
 - **The State of Utah population has increased by nearly 8% from 2.8 million to 3.2 million people.**
 - **UHP Field staff has increased only 7.6% from 301 to 324.**
 - **Licensed drivers and registered vehicles have all increased by approximately 12%.**
 - **Vehicle miles driven has increased by 24%, from 25 billion to 31 billion miles.**

SBI ORG

12/31/19

	2017-2018	2019	total
Physical custody arrest	484	300	783
Heroin	2,021 g - 4.6 lbs	10,415 g - 23 lbs	12,436 g - 27.5 lbs
Cocaine	2,267 g - 5 lbs	1,027 g - 2.3lbs	3,294 g - 7.3 lbs
Methamphetamine	10283 g - 22.7 lbs	38,911 g - 85.5 lbs	49,194 g - 108.5 lbs
Marijuana	2948 g - 6.5 lbs	653g - 1 lb	3,601 g - 7.5 lbs
MDMA/psilocybin	588 g - 1.3 lbs	10 g	598 - 1.3 lbs
Spice	1197 g - 2.6 lbs	191 g	1,388 g - 3 lbs
Pills	2062 pills assorted	48	2,110
Felony Warrants	170	138	308
Misd Warrants	101	80	181
Fugitives	99	145	244
Warrants-Bail	\$3,146,796.00	\$3,075,675	\$6,937,471
Drug dealers	387	183	573
Firearms seized	33	46	79
Currency seized	\$129,686.00	\$66,241	\$195,927
Stolen Vehicles	27	3	30
Search warrants	43	33	76

Ongoing Funding Strategy For Outreach Services and Engagement

Critical Problem

- ❖ Limited staffing within field offices
- ❖ Competing priorities within police services
- ❖ Increased response times
- ❖ Less visibility

Closing the Gap Resource Focus

- ❖ Continued Rio Grande support
- ❖ Improved State Police Services
 - PPU - SERT - Disaster Response
- ❖ Transition of resources to support increased capacity within the field
- ❖ Improved response with continued population growth

Current Staff and Remaining Future Needs Per Field Section



Aero Bureau

\$5,200,000 ONE-TIME, GENERAL FUND - Replacement of 25 year-old Airbus 350 B2 Astar

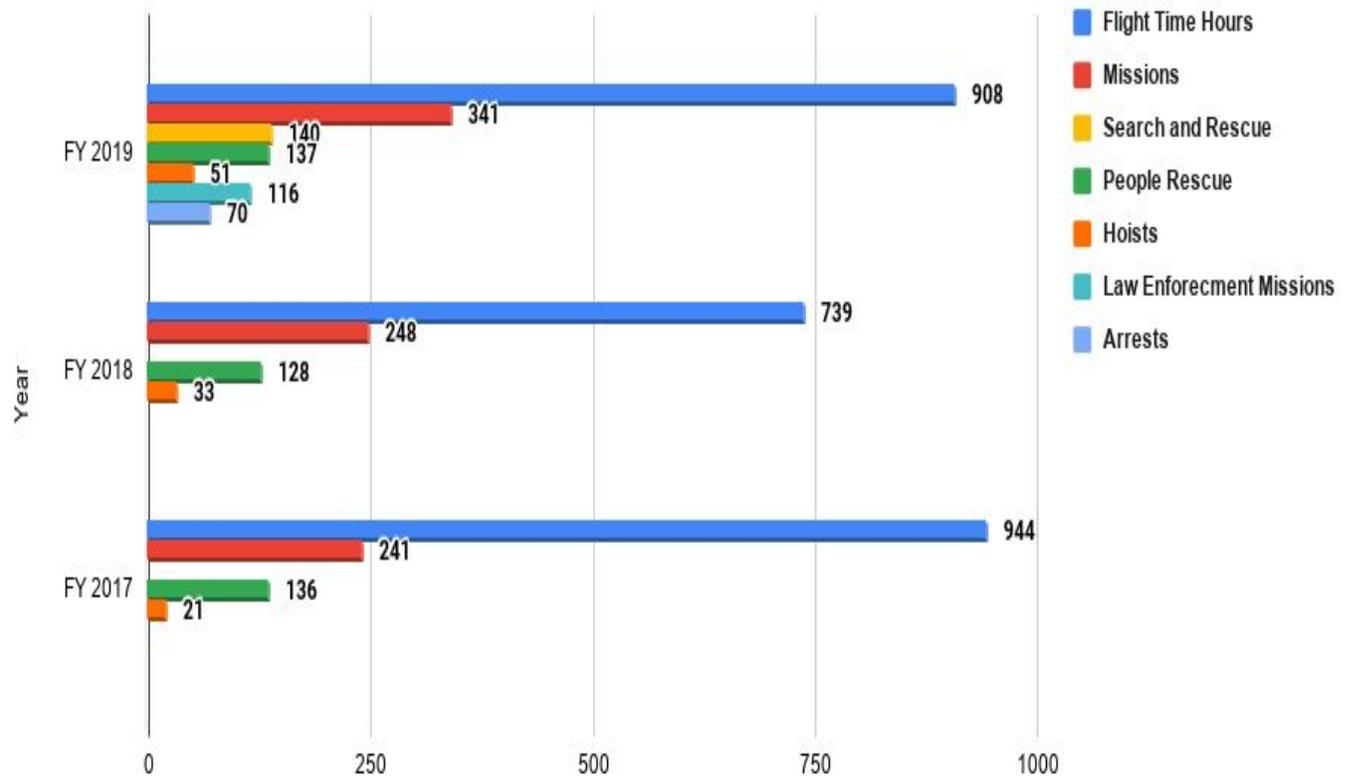
Critical Problem

- ❖ 25 year old helicopter has reached end of life.
- ❖ Calls for service continue to increase.
- ❖ Helicopter availability reduces liability within law enforcement activities.

Closing the Gap

- ❖ Internal capacity
 - Active planning to ensure availability
 - Pilot and staff availability
- ❖ Funding Needed
 - Purchase of new helicopter to ensure continuance of safe program operation.
 - Improve availability of services

Aero Bureau Service



UHP - Major Crash Investigation and Clearance Team (MCIT)

\$220,000 ONGOING, GENERAL FUND - 2 Full time investigation employees

\$120,000 ONE-TIME, GENERAL FUND - 2 Vehicles and equipment for new team members



UHP Specialized team - Trained in advanced technology to improve quality investigations and decrease crash clearance time. Utilized for extensive investigations and reconstruction of crashes that result in serious bodily injury or fatalities.

Critical Problem Identified

- ❖ **Lack of dedicated full time investigators**
- ❖ **Conflicting duties**
- ❖ **Unable to produce timely investigative reports**

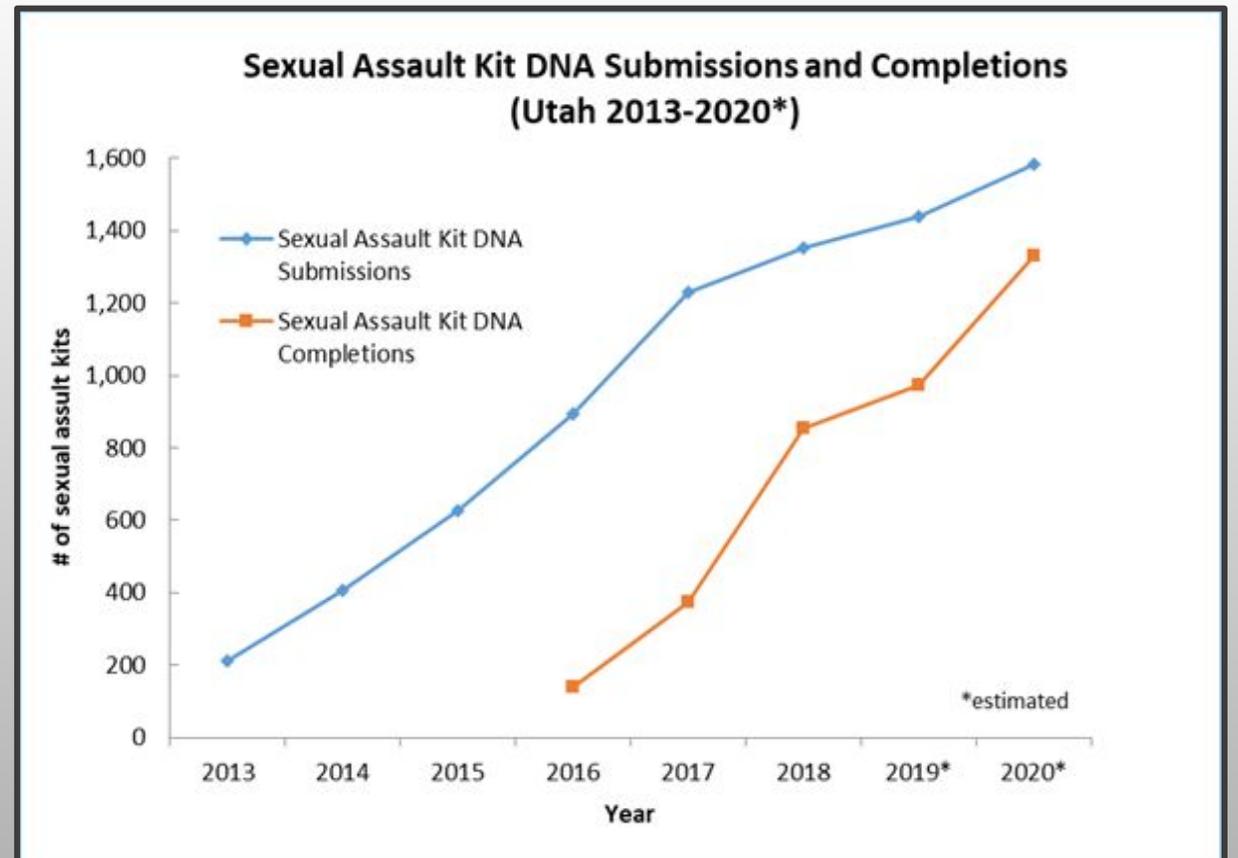
SUCCESS Identified Direction

- ❖ **Internal Capacity**
 - **Reallocating resources to provide 5 full time employees dedicated to program.**
- ❖ **Closing the Gap**
 - **Funding to support additional team members**
 - **Vehicles and equipment to ensure consistent standards of service to all areas and people within the State of Utah.**

Crime Lab - DNA HB200 Funding Gap \$349,800

Funding for additional full time DNA positions to address growing demand and meet the mandated activities outlined in GS2017 HB200.

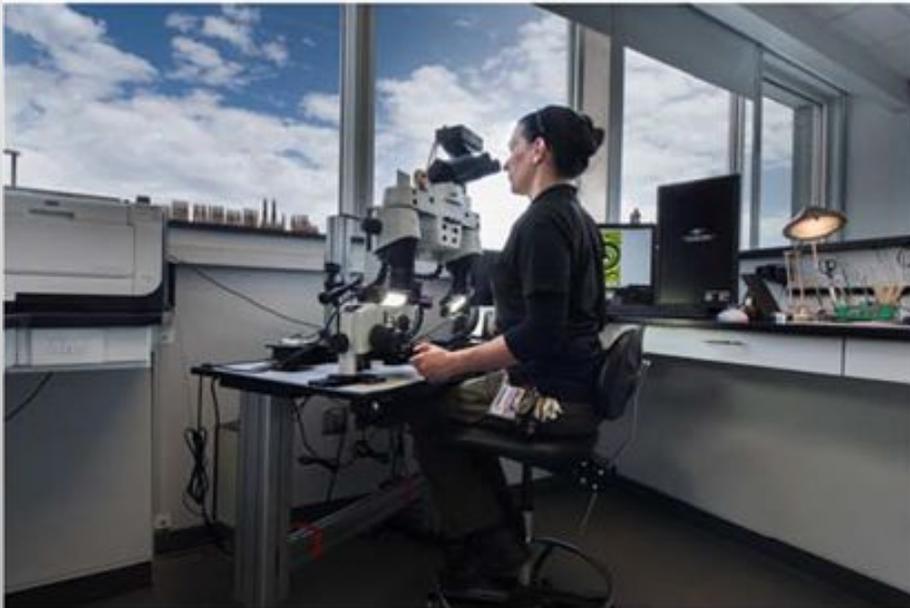
- ❖ Since 2013, the crime lab has experienced a 535% increase in sexual assault kit DNA submissions.
- ❖ The crime lab does not have enough DNA analysts to meet the increased demand for sexual assault kit DNA submissions.
- ❖ DPS is using \$2 million one-time department funds to help process backlog kits with a completion date of July 1st 2020.
- ❖ The crime lab needs funding for 3 additional full time employees to meet the growing demand.



Crime Lab NIBIN Analysts

\$216,000 ONGOING, GENERAL FUND - 2 Full time NIBIN employees

The National Integrated Ballistic Information Network (NIBIN) program utilizes technology which helps associate ballistic evidence from multiple crime scenes. It also helps link the ballistic evidence collected from the crime scenes to the specific firearm(s) used in those incidents.



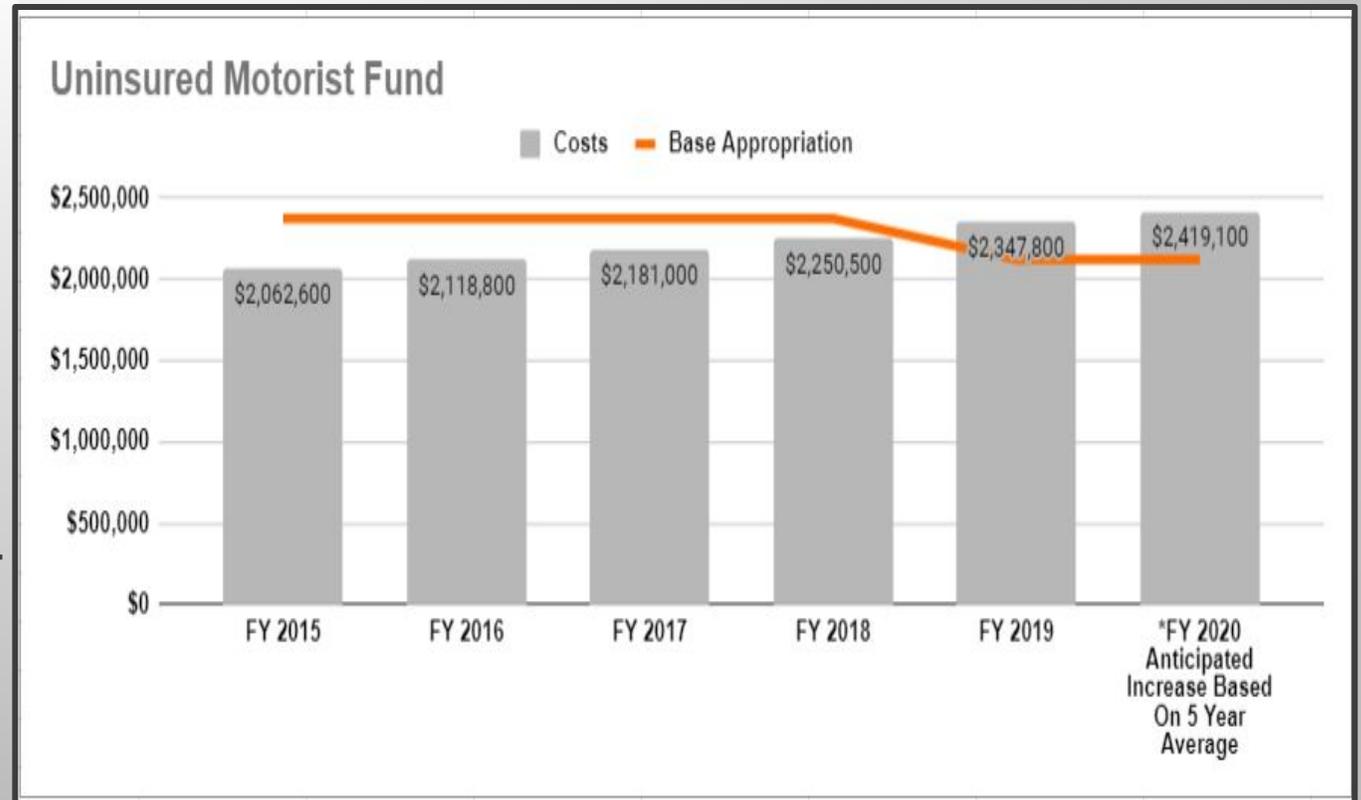
- ❖ **Program implemented by the crime lab in August 2017, utilizing internal capacity.**
- ❖ **In 2019, Ogden recognized the NIBIN effort for making a measurable difference in reducing gun crime in that area.**
- ❖ **Since August 2017, the crime laboratory has made over 1,700 NIBIN entries, resulting in:**
 - **129 groups of forensic “hits” linking 242 different cases together.**
 - **24 NIBIN cases federally indicted**
- ❖ **Resources are needed to improve timeliness of hit notifications, and to continue meeting the growing needs and demand.**

Uninsured Motorists

\$376,900 ONE-TIME FUNDING FROM RESTRICTED ACCOUNT

\$376,900 ONGOING FUNDING INCREASE

- ❖ Program entirely reliant on appropriations from the uninsured motorist restricted account set up in statute to specifically pay a vendor for monitoring if vehicles have the required auto insurance.
- ❖ FY 2019 the base appropriation was reduced from \$2,373,100 to \$2,123,100 by the legislature.
- ❖ The funding will be utilized to pay for contractual obligations to the vendor. Vendor costs go up as the number of registered vehicles increases.
- ❖ FY 2020, there is not enough carryover to fund the anticipated excess costs over the base appropriation.



Additional Funding

Utah Firefighter Academy - POST

UTAH Firefighter Academy Cost of Living Increase

- ❖ \$200,000 Restricted Funds

Peace Officer Standards & Training

- ❖ \$500,000 One-time funding switched to ongoing



Surcharge Information

Bureau of Criminal Identification (BCI)

2.5% to Statewide Warrant Operations Account

Used to maintain the Statewide Warrant and Protective Order systems.

Includes the following charges paid to DTS:

- ❖ Application support
- ❖ Hosting services
- ❖ Vendor software maintenance charges

BCI is responsible to:

- ❖ Ensure quality control of all warrants, (auditing entries into the system)
- ❖ Purge information from the system when information is expired
- ❖ Provide training to all criminal justice agencies having access to this information

DTS charges are currently around \$220,000 and will increase as DTS rates increase.

The other duties provided by BCI require approx. 1,000 hours or ½ FTE (\$30,000).

Peace Officer Standards and Training (POST)

18.5% to the Public Safety Support Account for POST

POST provides the following services to Utah's Public Safety community:

- ❖ Develop and deliver basic peace officer training and basic dispatcher training
- ❖ Develop and deliver in-service training courses across the state
- ❖ Audit every peace officer and dispatcher to ensure in-service training hours are reported in order to maintain certification
- ❖ Investigate officers and dispatchers

These restricted funds are POST's main source of funding.

Intent Language Changes

SBI - Abandoned Property

It is the intent of the legislature that the **State Bureau of Investigations** within the **Department of Public Safety** be able to use **\$107,738.03** of unclaimed and abandoned seized funds for purposes of public interest. Examples of public interest include payment of court awarded attorney fees and interest charges. Legislative authority is required under **Section 24-3-103(7)**.

Evidence - Vehicles

It is the intent of the legislature that the **Utah Department of Public Safety** be able to purchase up to six vehicles for its centralized evidence management program.

POST - Repairs

It is the intent of the legislature that **Peace Officer Standards and Training (POST)** be able to utilize the funding it received to replace simulators for other repair needs at **POST** such as the indoor shooting range or the **EVO** track.

Department of Public Safety

Proposal to Reallocate One-Time Budget Reductions

DPS One-Time Needs

- ❖ Trooper Overtime - \$1,000,000
- ❖ Emergency Management PDM Grant State Match - \$250,000
(DEM will apply for this grant year after year so DPS requested the funding to be ongoing, but will gladly take one-time funds as this means the grant DEM just applied for will have its match funding, \$500,000 will help match the next year's also)
- ❖ \$1,587,000 for trooper vehicles to replace all the high mileage vehicles that should have been replaced but are still being used for Rio Grande
- ❖ \$120,000 for two cars and equipment for major crash investigation team

FY20 - FY21 UHP Overtime Budget Reallocation

\$1,000,000 ONGOING, GENERAL FUND



Special Enforcement Overtime - Previously Funded One-time

- ❖ Over several years, the UHP has received one-time appropriations of \$1 million per fiscal year to fund trooper overtime shifts. This funding has been used to provide manpower resources on the road during critical times when they are needed most, without incurring additional ongoing expense during times when they are not.
- ❖ Funding reallocation to support 22,000 extra, on the road, Trooper hours
 - Snow Storms
 - Special Events & Incidents
 - Holiday Weekend Enforcement
 - Major Crash and Criminal Investigations
 - Focused Special Enforcement Efforts