

The image features two police emblems. On the left is a silver and gold officer's badge with an eagle at the top, a central seal of the State of Florida, and banners that read "OFFICER" and "PALM BAY". On the right is a circular logo for the Palm Bay Florida Police, featuring a tropical scene with a palm tree, a person, a sailboat, and a windmill, with the text "PALM BAY FLORIDA" at the top and "POLICE" at the bottom. Overlaid on these emblems is the text "Police Department Status Update" in a large, bold, black font with a white drop shadow.

Police Department Status Update

CHIEF MARIANO AUGELLO

Regular Council Meeting July 11, 2024

High Priority Calls Police Response Times

Current

7 min

20
second

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FY 23

7 min

58
second

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FY24 PERSONNEL ACHIEVEMENTS

FY24 APPROVED BUDGET

- 6 Patrol Officers
- 1 Training Officer
- 1 Traffic Officer
- Upgrade to Crime Scene and PE supervisor

PROFESSIONAL STAFF

- Re-classification of a PT Administrative Secretary to FT Administrative Assistant

RE-ORGANIZATION SPRING 2024

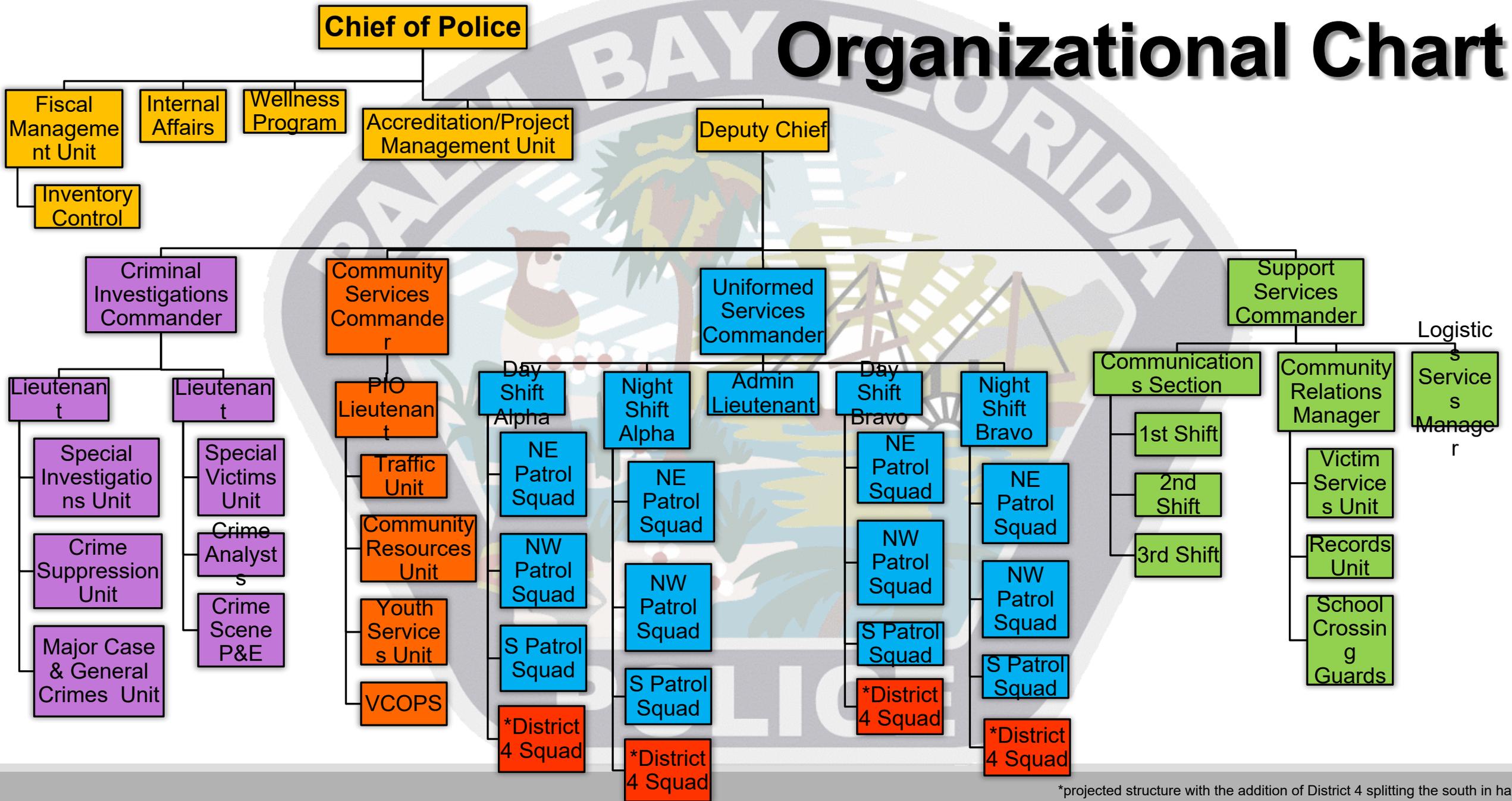
- Re-creation of the General Crimes Unit and adding a new FTE Police Sergeant

WELLNESS PROGRAM UPDATE

- Civilian Coordinator Position



Organizational Chart

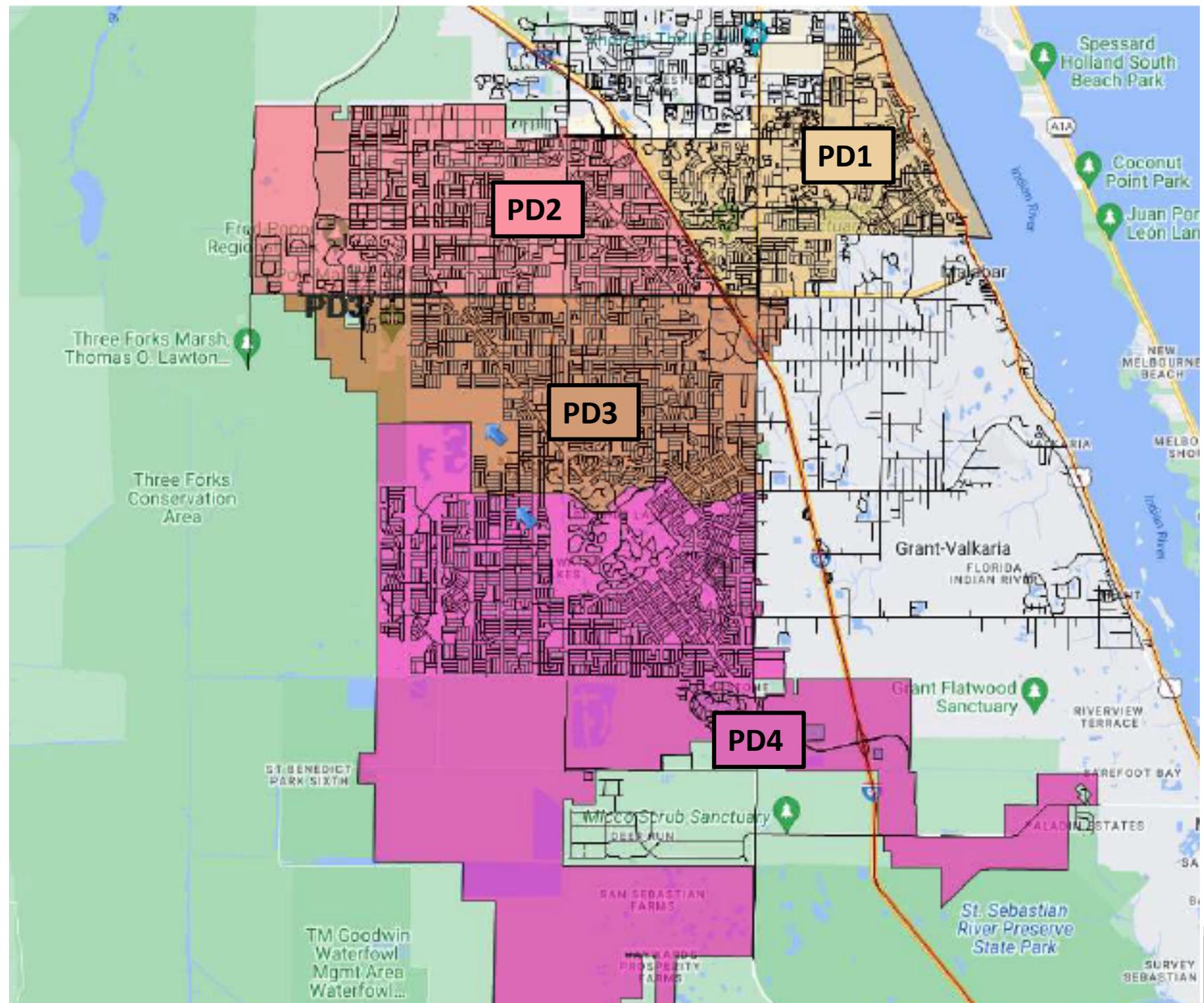


*projected structure with the addition of District 4 splitting the south in half

Response Districts

Adding district 4 (bottom area highlighted in purple)

- Increase population in area
- Quicker response times
- Designated patrol squad to area





Staffing Shortages

Sworn Officers (38 TBDs)

- 19 vacancies with no names
- 3 academy sponsorships
- 9 in training
- 7 conditionals

Communication s (4 TBDs)

- 11 in CTO training

Recruitment Efforts for Experienced Personnel

Law Enforcement Experience and Relocation Incentives

- Total of 15 Sworn Vacancies filled through this initiative
 - Average of 3.4 years of experience
 - 9 with local service in Brevard County, 4 within Florida, and 2 from out of state
 - Total cost of incentives: \$110,500
 - \$103,000 Law Enforcement Experience
 - \$7,500 Relocation Bonus





ATTRITION RATE OF SWORN PERSONNEL

- Total of 36
 - 14 Retirees
 - 18 Resignations
 - 4 Medical Separations



Additional Challenges to Staffing

- 33 On Duty Injuries
- 46 FMLA
- 11 Administrative Leave
- Time Range for out of service 1 week to 10 months

Uniform Services (10)

- (4) Police Sergeants
- (6) Police Officers for Patrol

Community Services (1)

- Youth Services Officer

Investigations (2)

- General Crimes Detectives

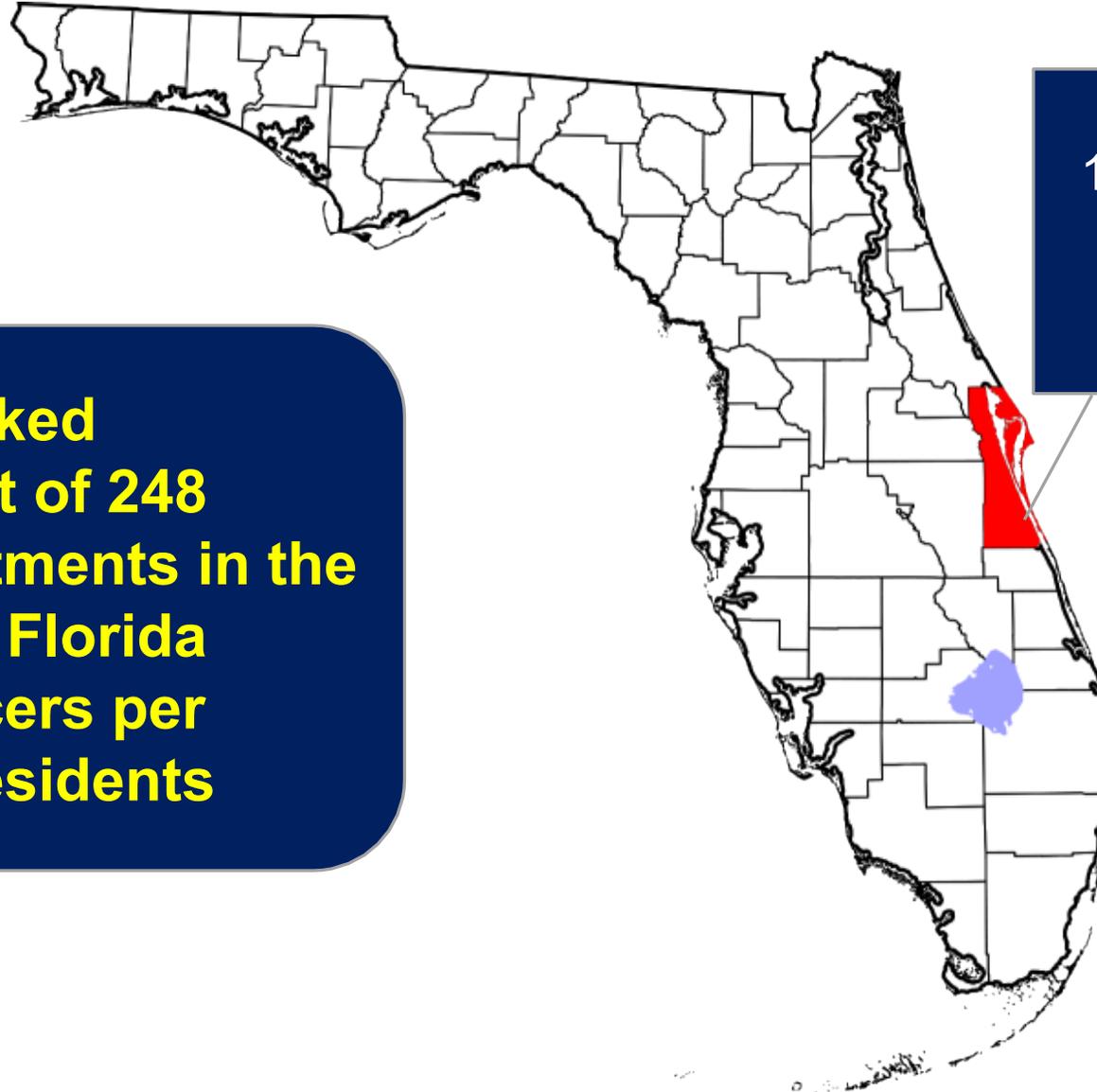
Professional Staff (2)

- Project Specialist
- Victim's Advocate

- Projected Police FY25 Personnel requests were achieved through FY24 position control transfers.
 - Resulted in an estimated reduction of General Fund Requests in the amount of \$174,538 for FY25 which included.
 - \$124, 238 in personnel
 - \$50,300 in capital vehicle requests

FY25 PERSONNEL REQUESTS

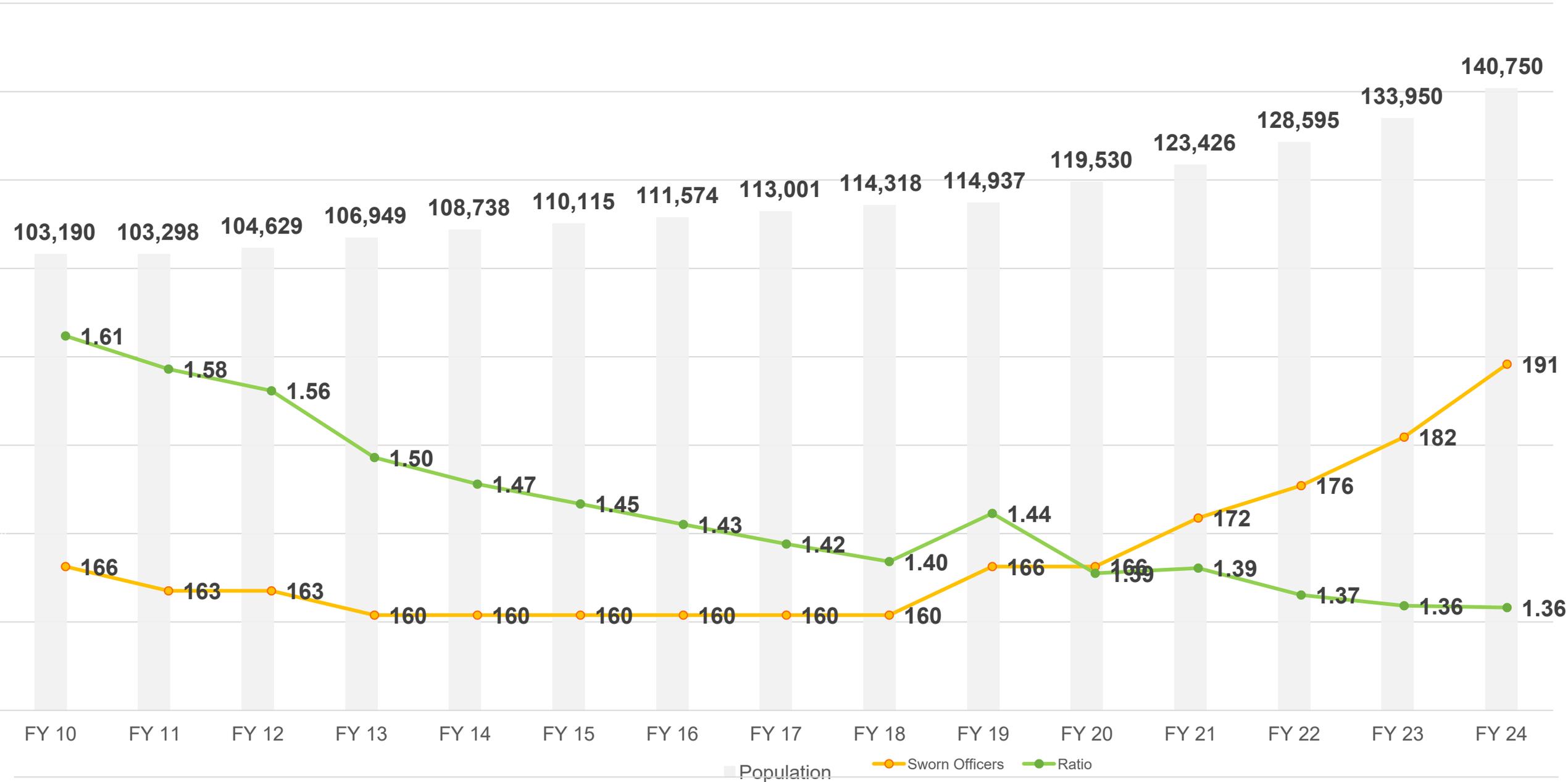
Statewide Sworn Officer Ratio Comparison



Palm Bay PD
1.36 Officers per 1,000
Residents
**Second Lowest in
Brevard County**

**Ranked
239th out of 248
Police Departments in the
State of Florida
for Officers per
1,000 Residents**

Historical Sworn Officer & Population Ratio Comparison



Projections to Sustain Growth FY25 – FY29

Sworn Personnel

- 14 Officers annually to achieve sworn officer ratio of 1.44 Officers per 1,000

Professional Staff

- Communications Officers – 2 Communications Officers annually
- As the city and sworn population grows, the professional staff also needs to grow.

Buildings

- Southern Expansion Police Station
- Multipurpose Training Facility at The Range (Phase 2)
- Communications Center Expansion
- Planning for substations in multiple quadrants of the city

Vehicles

- Finalizing a permanent and sustainable Vehicle Replacement program

END

