POLICE

Andrew Shearer, Chief of Police   police@springfield-or.gov   541.726.3729

Department Overview

The Police Department consists of the Office of the Chief, the Operations Division, the Operations Support Division, the Jail Services Division, and the Business Services Division. Policing services are part of the governmental process that provides for overall public safety through the protection of life, property, and community partnership. The Police Department is tasked with the responsibility of enforcing laws that are enacted by elected officials or by voter approved ballot measures and that are interpreted by the court system. Criminal conduct is regulated through strategies that include enforcement of state and local laws, ordinances and regulations, community engagement, community education, and collaborative problem solving.

The Police Department provides year-round, 24-hour service to the Springfield Community through response to prioritized calls for service, visible police patrols, investigation of crime, enforcement of traffic laws, animal control enforcement, and by providing detention services for municipal offenders. The Police Department also performs community outreach, provides crime prevention and safety education, and coordinates the dispatch of mobile mental health and crisis services. The organization is committed to its role as a community guardian by equally serving and protecting every member of the community in a equitable, fair, and just manner.

	FY22 Actuals	FY23 Actuals	FY24 Amended	FY25 Proposed
5 PERSONNEL SERVICES	18,397,418	18,831,342	21,486,155	21,994,263
6 MATERIALS & SERVICES	4,660,737	5,701,972	6,386,848	5,445,262
7 CAPITAL OUTLAY	143,073	608,800	762,500	85,000
Grand Total	$ 23,201,228	$ 25,142,114	$ 28,635,503	$ 27,524,525

**5, 6 & 7 indicated in table above are the numeric categories used in the general ledger to represent the different expense types.

Budget Summary – FY2025

Staffing

The Springfield Police Department FY2025 proposed budget has 124 full time employee (FTE) positions, 84.5 FTE supported by the General Fund, 39 FTE supported by the Police and Jail Local Option Levy Fund, and one half (0.5) FTE supported by the Special Revenue Fund.

Recruitment of experienced officers and staff, as well as individuals new to the public safety profession, has been a focus in recent years and the department has been successful in these efforts. The department intends to continue its focus on recruitment and retention.

Department Funding

The Police Department is primarily funded by General Fund and Police and Jail Local Option Levy Fund tax revenue. The Police and Jail Local Option Levy Fund is also partially funded from revenue earned by providing outside agencies inmate housing services.

Service Level Changes

Lane County Behavioral Health is actively developing a mobile crisis services program to support Lane County. For many years Lane County has financially supported a significant portion of the White Bird

CAHOOTS program cost for Springfield mobile crisis services. Lane County contributed 50% of CAHOOTS program cost in fiscal year 2024, totaling approximately $523,000. Over the next few months, City of Springfield leadership will work with Lane County Behavioral Health regarding the plan for continued mobile crisis services to Springfield community members. The service level, scope of contracted services from White Bird CAHOOTS, and budgetary impact is still being determined.

Accomplishments – FY2024

- **Department Accreditation –** The department has worked towards achieving accreditation status over the last year. The onsite accreditation assessment was completed by a Northwest Accreditation Alliance (NWAA) assessor in February 2024. The NWAA board will review the final report and vote on the department's accreditation status in April 2024. Funding for contracted project management and other accreditation project costs was supported by a U.S. Department of Justice, Office of Community Oriented Policing Services grant.
- **Increased Training Opportunities** – The department had individuals attend trainings and conferences to enhance staff knowledge of specialized training that align with industry standards and encouraging career and leadership development. Examples of expanded training opportunities include crowd management training, specialized investigation training, and attendance at public safety conferences such as International Association of Chiefs of Police, Association of Public Safety Communication Officials, Northwest Peer Support, Western States Hostage Negotiators Association, and Crisis Intervention Team International.
- **Hiring Level Improvements** – In response to focused recruitment and hiring efforts, staffing levels have improved for both sworn and non-sworn positions. When comparing staffing levels for February 2023 and February 2024, sworn staffing levels improved from 81% to 90% of positions filled and overall staffing improved from 82% to 88% of positions filled.
- **Technology Improvements –** With support from Springfield IT staff, the department initiated several projects to improve efficiencies and resiliency, to include the implementation of a public safety grade phone system for police dispatch, an updated hosting model for the jail management system, and evaluation and procurement of new mobile computers for patrol. Additionally, the departments recently established Unmanned Aerial System (UAS or drone) program has been an extremely valuable tool that improves officer safety and enhances our ability to de-escalate potentially violent situations.

Initiatives – FY2025

- **Focused Operations –** The department intends to continue focused operations benefiting the Springfield community to include focused missions by the Crime Reduction Unit (CRU) and involvement in regional efforts to combat internet crimes against children (ICAC).
- **Metro Drone Team –** The department will explore options to fund the UAS program and support continued partnership with Eugene Police Department and the Metro Drone Team.
- **Evaluate Online Crime Reporting** – The department will conduct a pilot program allowing the community to submit certain types of reports online. The pilot project would evaluate potential efficiencies provided for community members and evolving service expectations.
- **Jail Accreditation –** The jail is pursuing accreditation to align operations with recognized best practices and reduce risk. This will be a multi-year effort with a substantial portion of the work conducted in fiscal year 2025.

Future Year Considerations – FY2026-FY2028

- **Staffing – Adequate** staffing in all positions is critical to service and sustained trust with the Springfield community. We are working with the City to ensure we remain competitive in support of our recruiting and hiring efforts and incentives to attract future candidates.

- **Policing Industry Trends** –The Springfield Police Department continues to focus efforts to enhance the agency as a model policing organization through establishment of a culture of professionalism and excellence. To do so, opportunities to develop professionally must be provided to our employees accomplished in part by supporting participation in high quality training. We must focus on the health and well-being of our members as they are the most valuable component of our ability to deliver public safety service. We must provide opportunities for non-enforcement engagement and community interaction to develop and maintain public trust.

- **Technology and Equipment -** Leveraging new and existing technologies can improve transparency, trust, and data collection that will lead to innovation and improvement. Technology has been utilized to create efficiencies, access new information, and provide a framework for standardization, reporting, and data analysis. With new technologies comes additional expense for initial and ongoing licensing, storage, equipment, and future replacement. New equipment affords the opportunity to streamline processes, reduce risk, and meet service needs. With increased cost trends exceeding materials and service budgetary increases, replacement of existing equipment at the end of its useful life and adequately budgeting essential materials is challenging (i.e. vehicles and fuel). The department will need to continue mindful utilization of new and existing technologies and equipment to support goals and initiatives.

Financial Summary by Fund

	FY22 Actuals	FY23 Actuals	FY24 Amended	FY25 Proposed
100 General Fund	16,565,495	17,163,848	18,535,694	17,774,949
204 Special Revenue Fund	170,857	452,749	1,142,771	1,320,230
236 Police Local Option Levy Fund	6,321,803	7,038,041	8,004,538	8,344,346
713 Vehicle & Equipment Fund	143,073	487,475	952,500	85,000
Grand Total	**$ 23,201,228**	**$ 25,142,114**	**$ 28,635,503**	**$ 27,524,525**

POLICE

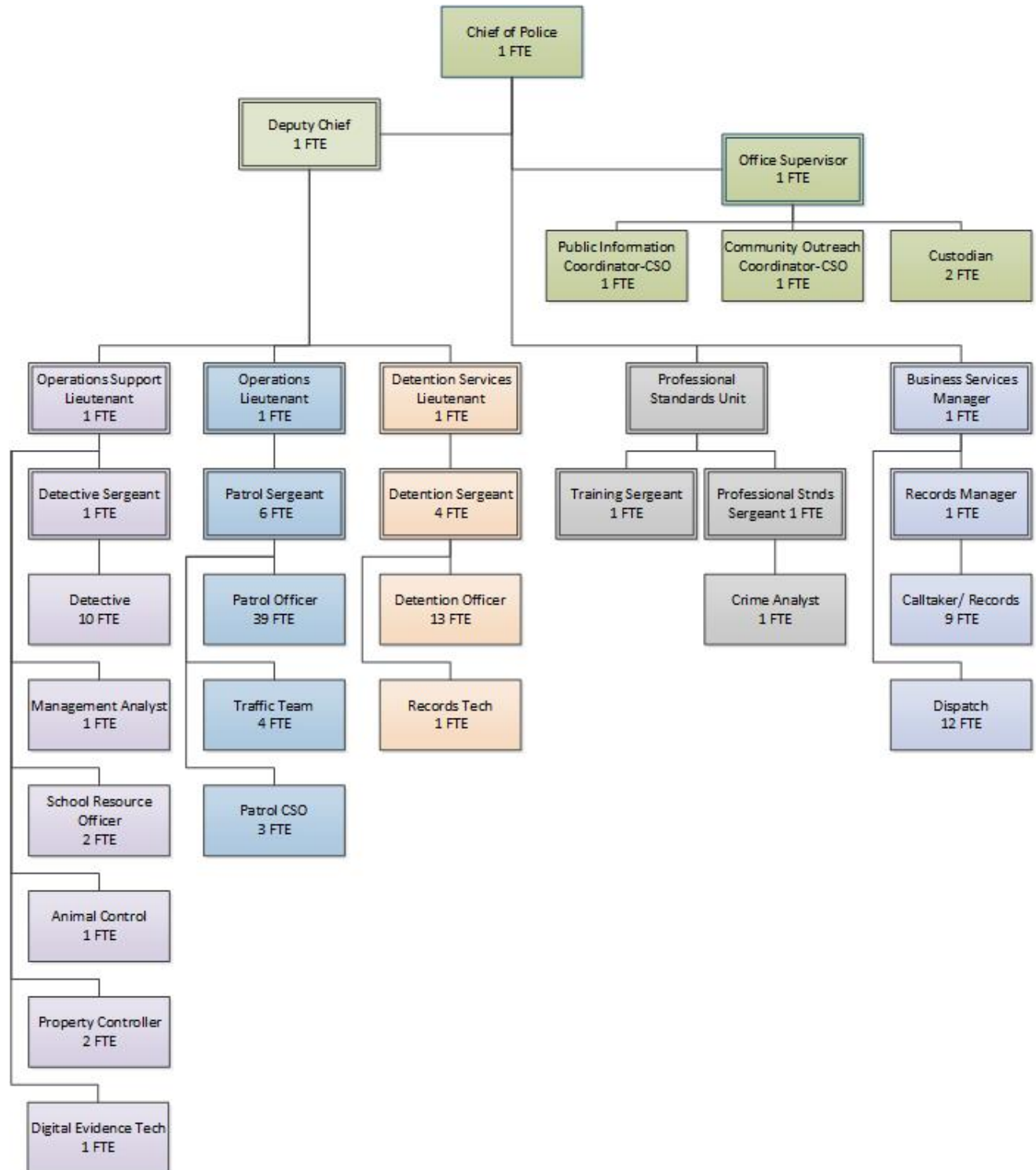Andrew Shearer, Chief of Police   police@springfield-or.gov   541.726.3729

Financial Summary by Program

	FY22 Actuals	FY23 Actuals	FY24 Amended	FY25 Proposed
1141 Hiring & Professional Standards	363,235	572,317	780,608	772,934
1142 Training/Professional Standards and Certifications	4	10	-	-
1144 Patrol - Sworn	9,507,842	9,749,498	10,655,684	9,862,318
1145 Patrol - Non-Sworn	407,677	374,695	459,572	463,833
1146 Traffic Team	746,623	654,207	810,875	739,547
1148 K-9 Unit	735,858	807,339	801,531	908,724
1149 Drug Dog	190,115	201,815	172,519	212,992
1150 Major Accident Investigation Team (MAIT)	1,794	1,574	-	-
1154 Detectives (fka Investigations)	1,966,526	2,009,499	2,731,090	2,939,118
1159 Computer Forensics	240,299	277,811	-	-
1160 Critical Incident Response (fka SWAT)	76,338	28,885	2,000	2,000
1161 School Resource Officers	335,499	365,425	340,590	373,814
1162 Animal Control	180,346	184,815	183,358	195,652
1163 Community Outreach (fka Crime Prevention and Community Relations)	304,249	340,751	386,233	421,246
1166 CAHOOTS	464,027	612,588	538,706	550,618
1167 Dispatch	1,697,769	1,815,297	2,268,942	2,135,317
1168 Records & Calltaking	1,054,838	1,081,885	1,365,843	1,467,927
1170 Property/Evidence	393,976	397,136	418,155	440,660
1174 Municipal Jail - Court Support	45,167	12,248	-	-
1175 Jail - Operation	3,444,008	4,398,710	4,778,553	5,004,323
1176 Jail - Records	67,974	13,905	-	-
7000 Department Administration	334,726	317,143	482,253	418,343
7022 City Facilities Operations, Maintenance and Custodial Services	2,259	61	-	-
7090 Building and Security Maintenance	497,007	437,023	506,490	530,160
9000 Non-Program	143,073	487,475	952,500	85,000
Grand Total	**$ 23,201,228**	**$ 25,142,114**	**$ 28,635,503**	**$ 27,524,525**

POLICE

Andrew Shearer, Chief of Police   police@springfield-or.gov   541.726.3729

Organizational Structure

| Chief of Police |
| 1 FTE |

Deputy Chief — 1 FTE

Office Supervisor — 1 FTE
- Public Information Coordinator-CSO — 1 FTE
- Community Outreach Coordinator-CSO — 1 FTE
- Custodian — 2 FTE

Operations Support Lieutenant — 1 FTE
- Detective Sergeant — 1 FTE
- Detective — 10 FTE
- Management Analyst — 1 FTE
- School Resource Officer — 2 FTE
- Animal Control — 1 FTE
- Property Controller — 2 FTE
- Digital Evidence Tech — 1 FTE

Operations Lieutenant — 1 FTE
- Patrol Sergeant — 6 FTE
- Patrol Officer — 39 FTE
- Traffic Team — 4 FTE
- Patrol CSO — 3 FTE

Detention Services Lieutenant — 1 FTE
- Detention Sergeant — 4 FTE
- Detention Officer — 13 FTE
- Records Tech — 1 FTE

Professional Standards Unit
- Training Sergeant — 1 FTE
- Professional Stnds Sergeant 1 FTE
  - Crime Analyst — 1 FTE

Business Services Manager — 1 FTE
- Records Manager — 1 FTE
- Calltaker/ Records — 9 FTE
- Dispatch — 12 FTE

POLICE

Andrew Shearer, Chief of Police police@springfield-or.gov 541.726.3729

Summary of Full-Time Equivalent by Position

	FY22 FTE	FY23 FTE	FY24 FTE	FY25 FTE
Comm Srvcs Officer 2	3.00	3.00	3.00	3.00
Comm Srvcs Officer 2 AnSvc	1.00	1.00	1.00	1.00
Crime Analyst I	-	1.00	1.00	1.00
Custodian	2.00	2.00	2.00	2.00
Detention Officer	13.00	13.00	13.00	13.00
Detention Sergeant - Non-sworn	4.00	4.00	4.00	4.00
Management Analyst	2.00	1.00	1.00	1.00
Office Supervisor	1.00	1.00	1.00	1.00
Police Business Services Mgr	-	1.00	1.00	1.00
Police Call Taker/Records Clk	9.00	9.00	9.00	9.00
Police Chief	1.00	1.00	1.00	1.00
Police Comm Information Coord	1.00	1.00	1.00	1.00
Police Comm Outreach Coord	1.00	1.00	1.00	1.00
Police Deputy Chief	-	1.00	1.00	1.00
Police Detective	10.00	10.00	10.00	10.00
Police Digital Evidence Tech	1.00	1.00	1.00	1.00
Police Dispatcher	12.00	12.00	12.00	12.00
Police K-9	5.00	5.00	5.00	5.00
Police Lieutenant - Detectives	1.00	1.00	1.00	1.00
Police Lieutenant - Jail	1.00	1.00	1.00	1.00
Police Lieutenant - Patrol	1.00	1.00	1.00	1.00
Police Motors	3.00	3.00	3.00	3.00
Police Office Supervisor	1.00	1.00	1.00	1.00
Police Officer	35.00	35.00	35.00	35.00
Police Program Tech	1.00	1.00	1.00	1.00
Police School Resource Officer	2.00	2.00	2.00	2.00
Police Sergeant	2.00	2.00	2.00	2.00
Police Sergeant- Detectives	1.00	1.00	1.00	1.00
Police Sergeant Patrol	6.00	6.00	6.00	6.00
Property Controller	2.00	2.00	2.00	2.00
Grand Total	**122.00**	**124.00**	**124.00**	**124.00**

Summary of Full-Time Equivalent by Fund

	FY22 FTE	FY23 FTE	FY24 FTE	FY25 FTE
100 General Fund	82.93	83.93	84.00	80.00
204 Special Revenue Fund	-	1.00	1.00	5.00
236 Police Local Option Levy Fund	39.08	39.08	39.00	39.00
Grand Total	**122.00**	**124.00**	**124.00**	**124.00**

POLICE

Andrew Shearer, Chief of Police   police@springfield-or.gov   541.726.3729

Summary of Full-Time Equivalent by Program

	FY22 FTE	FY23 FTE	FY24 FTE	FY25 FTE
1141 Hiring & Professional Standards	1.30	3.30	3.30	3.30
1144 Patrol - Sworn	42.12	41.76	41.80	41.90
1145 Patrol - Non-Sworn	3.13	3.00	3.00	3.00
1146 Traffic Team	4.08	4.00	4.00	4.00
1148 K-9 Unit	4.00	4.00	4.00	4.00
1149 Drug Dog	1.00	1.00	1.00	1.00
1154 Detectives (fka Investigations)	11.54	13.39	13.40	13.35
1159 Computer Forensics	1.20	-	-	-
1160 Critical Incident Response (fka SWAT)	0.05	-	-	-
1161 School Resource Officers	2.05	2.00	2.00	2.00
1162 Animal Control	1.05	1.00	1.00	1.00
1163 Community Outreach (fka Crime Prevention and Community Relations)	2.69	2.29	2.30	2.35
1167 Dispatch	12.25	12.25	12.30	12.30
1168 Records & Calltaking	10.15	10.25	10.30	10.30
1170 Property/Evidence	3.05	3.10	3.00	3.00
1174 Municipal Jail - Court Support	1.05	-	-	-
1175 Jail - Operation	16.87	19.38	19.30	19.15
1176 Jail - Records	1.05	-	-	-
7000 Department Administration	1.24	1.29	1.30	1.35
7090 Building and Security Maintenance	2.15	2.00	2.00	2.00
Grand Total	**122.00**	**124.00**	**124.00**	**124.00**

Performance Measures

Measure	Calendar Year 2023 Target	Calendar Year 2023 Actuals	Calendar Year 2024 Target
1.) Maintain or reduce the number of property crimes.	< 3396	2513	<2513
Why this measure is important: Demonstrates level of safety as it pertains to property crime.			
2.) Maintain or reduce the number of person crimes.	< 927	840	< 840
Why this measure is important: Demonstrates level of safety as it pertains to person crime.			
3.) Maintain or improve property crime clearance rate.	> 19.52%	23.60%	>23.60%
Why this measure is important: Demonstrates level of resolved property crimes.			
4.) Maintain or improve person crime clearance rate.	> 62.03%	71.31%	>71.31%
Why this measure is important: Demonstrates level of resolved person crimes.			
5.) Less than a 4 minute response to Priority 1 incidents.	< 4 minutes	1.58 minutes	< 4 minutes
Why this measure is important: Measures operational responsiveness.			

THIS PAGE LEFT INTENTIONALLY BLANK.