



**CITY OF NEWPORT  
SPECIAL COUNCIL WORKSHOP MEETING  
NEWPORT CITY HALL  
OCTOBER 29, 2015 - 5:30 P.M.**

**MAYOR:** Tim Geraghty  
**COUNCIL:** Tom Ingemann  
Bill Sumner  
Tracy Rahm  
Dan Lund

**City Administrator:** Deb Hill  
**Supt. of Public Works:** Bruce Hanson  
**Interim Chief of Police:** Sheriff Hutton  
**Fire Chief:** Steven Wiley  
**Executive Analyst:** Renee Eisenbeisz

**AGENDA**

1. ROLL CALL
2. DISCUSSION REGARDING LAW ENFORCEMENT SERVICES
3. ADJOURNMENT



# MEMO

TO: Newport City Council

FROM: Deb Hill, City Administrator

DATE: November 5, 2015

SUBJECT: Discussion regarding a police study for consolidation/contracted services

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**Background:** At the October 15, 2015 City Council meeting, a workshop was scheduled for discussion regarding a possible study to be conducted for law enforcement consolidation/contracted services.

**Discussion:** There are a number of questions the Council could discuss:

- What would be the scope/goals of the study?
- Would this be a study just for the City of Newport?
- What other communities could/would be included?
- If other communities would be involved, how would we coordinate?
- If a study were to be done, how long do we extend the contract with the County?

# **Minnetrista Mound St. Bonifacius**

**Minnesota**

## **Feasibility Study for Shared or Cooperative Law Enforcement Services**

**September 2011**

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**Emergency Services Consulting  
*International***

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Cheryl Fischer, Mayor  
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Mike Funk, City Manager  
Brian Grimm, Finance Officer  
Paul Falls, Acting Chief of Police  
Officers and Staff of Minnetrista Police  
Department

**City of Mound**

Mark Hanus, Mayor  
Heidi Gesch, Councilmember  
David Osmek, Councilmember  
Kelli Gillispie, Councilmember  
Ray Salazar, Councilmember  
Kandis Hanson, City Manager  
Catherine Pausche, Finance Director  
James Kurtz, Chief of Police  
Officers and Staff of Mound Police Department

**City of St. Bonifacius**

Rick Weible, Mayor  
Terrill Anderson, Councilmember  
Joe Arwood, Councilmember  
Jim Rudnicki, Councilmember  
Shawn Ruotsinoja, Councilmember

The cities of Mound and Minnetrista, MN contracted with Emergency Services Consulting International (ESCI) to conduct a study to determine the feasibility of sharing services or consolidating the Mound and Minnetrista Police Departments. Since Minnetrista currently provides contract policing services to the City of St. Bonifacius, that community is considered a stakeholder in this study. Officials from all of the communities participated enthusiastically in this effort. ESCI’s methodology included data analysis and interviews with elected and appointed officials, police officers, stakeholders, and community members.

The goal of this study is to give elected officials in Mound and Minnetrista enough information to determine whether sharing services or consolidating their law enforcement agencies is feasible and desirable. If this initiative moves beyond the feasibility stage, the detailed planning stage follows. That phase will involve decisions regarding participation, funding formulas, organizational structure, governance model, and human resources issues.

This report is divided into two major sections. The first deals with the current context of the Mound and Minnetrista communities and their police departments. The second section describes a concept of operations — how much a consolidated department would cost, and how it would be staffed and funded. The section describes the costs associated with the current operations in Mound and Minnetrista, as compared to a consolidated department.

## **Current Context**

The cities of Mound and Minnetrista are dissimilar in almost every demographic. Minnetrista is an affluent community covering a large geographic area, and subsequent low density housing. Minnetrista has no traditional retail areas. Mound is a more traditional urban community with higher population, retail, and high density housing.<sup>1</sup> Mound and St. Bonifacius are closer in demographics, when compared to Minnetrista. The demographic factors that exist in Mound and St. Bonifacius create a greater need for police services in those communities. There is more crime and calls for service in Mound when compared to Minnetrista, but accounting for population and the number of policing hazards, the crime rate in Mound is proportionate and below state averages.

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<sup>1</sup> These types of demographic characteristics are often referred to as “policing hazards” because by their nature they create more demand for police services. These issues will be discussed in more detail later.

Even though the communities are different, the police departments are very similar in structure, staffing, and business processes. How they approach policing may be different, but it is not irreconcilable.<sup>2</sup> Customer satisfaction for both departments is high, and both have an extremely high average response time.

Both department's budgets are conservative and below state averages. Minnetrista's budget is slightly lower than Mound's budget, as Minnetrista is currently staffed at 1.5 full time equivalents (FTEs) less than Mound. Both have debt reduction and operational costs in their budgets for their respective buildings. The Minnetrista facility is new, and was constructed to accommodate future growth of the community, and subsequently the police department. The Mound facility has less square footage and was constructed in 2004. The current context information was used to develop suggested approaches to sharing services or consolidating the two departments.

## **Concept of Operations**

The potential for sharing services in five areas was examined. They are:

- Training Management
- Fleet Management
- Facility
- School Resource Officer (SRO)
- Records Management System (RMS)
- Supervision
- Investigations

Sharing these services would not produce any significant cost savings or improvements in business processes.

The next option explored was a consolidation of the Mound and Minnetrista Police Departments. A detailed staffing plan and a table of organization were prepared to be used to compare the cost of the consolidated model to current conditions. The design goals of the proposed staffing model were based on a number of principles, including increasing patrol coverage, providing more patrol supervision, improving investigative capabilities, and focusing similar duties in similar positions. From an operational

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<sup>2</sup> This issue is discussed in more detail later in this report.

standpoint, the planning focus is on matching patrol resources with calls for service based on the call's location and hour of the day the call occurred.

Costs for a consolidated department were estimated, based on the staffing model and assessment of operational and capital costs. The proposed cost of a consolidated police department was then compared with the current costs associated with the operation of the Mound and Minnetrista department combined. In a best-case scenario, there are significant savings to be realized in a consolidation, as provided in the following table.

**Figure 1: Potential Cost Savings in a Consolidation**

<b>Category</b>	
Current Mound and Minnetrista Total Cost of Policing (TCP)	\$3,770,946
Proposed Consolidated Police Department TCP	\$3,071,344
Savings - Minnetrista Facility in Consolidated Budget	\$699,602
Savings – Two Facilities in Consolidated Budget	\$460,000

The current TCP includes two police facilities. The proposed consolidated police department TCP includes one facility. The alternative savings description includes both existing facilities in the budget. This report recommends the use of the Minnetrista police facility for a consolidated police department.

Performance should be considered on an equal plane with cost. Both the Mound and Minnetrista Police Department are quality departments, serving their communities well. But a consolidated department would be better. The larger size of the department will allow more scheduling flexibility, supervisory coverage, and better operational, investigative, and administrative capabilities. A larger department would be better able to absorb community growth without immediately adding personnel. From a personnel standpoint, there will be more career development and promotional opportunities. A consolidation will also leverage the cost and capabilities of the Minnetrista police facility. Based on decisions that are made going forward, these savings estimates will be dynamic.

The remainder of this report provides detailed information about the current policing context, a concept of consolidated operations, cost, and governance issues.

This section of the report explores and describes the current conditions related to policing Mound, Minnetrista, and St. Bonifacius. The analysis of current conditions includes the demographics and the nature of the communities that the Mound and Minnetrista Police Department serve. The section also examines important statistics, operational parameters, and management systems in place to operate the Minnetrista and Mound Police Departments. Understanding how the law enforcement agencies provide services creates the basis for considering alternate models of policing. The communities of Mound, Minnetrista, and St. Bonifacius are described in the next section. The current context of the Mound and Minnetrista Police Departments follow.

## **The Communities**

Law enforcement services in the communities of Mound, Minnetrista, and St. Bonifacius are the subject of this study. At the present time, the Minnetrista Police Department provides law enforcement services to the City of Minnetrista, and through a contractual agreement, the City of St. Bonifacius. The Mound Police Department provides law enforcement services to the City of Mound.

Community needs drive the demand for police services. When considering shared services between communities, the unique characteristics of each community must be considered. The next section of this report describes the communities involved in this study.

### **Service Area Population and Demographics**

The City of Minnetrista is located on the western bays of Lake Minnetonka. Minnetrista consists of a land area covering approximately 32 square miles, with a population of approximately 6,400 residents. The population has increased by 45 percent since the 2000 census.

The City of St. Bonifacius is located within the boundaries of Minnetrista, and encompasses an area of one square mile. The population is listed at 2,339 residents, increasing 25 percent since the 2000 census.

The City of Mound is largely surrounded by Lake Minnetonka, and encompasses approximately five square miles. Approximately two square miles of that area is water. The population is approximately 9,000 residents, and there was a population decrease of four percent since the 2000 census.

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Of the three cities, significant future growth is only expected for the City of Minnetrista. Current municipal boundaries are limiting the future growth of St. Bonifacius and Mound. The three communities share an area of complex corporate boundaries. The City of St. Bonifacius is surrounded by the City of Minnetrista. Minnetrista shares some corporate boundaries with the City of Mound. In other locations, the City of Mound divides sections of Minnetrista. The current boundaries require Minnetrista officers to cross through Mound’s jurisdiction to respond to calls for service.

The demographic makeup of the three communities is important when considering the need for police services, as population and physical characteristics affect both crime and police workload. The following table compares the demographics of the three communities.

**Figure 2: Community Demographics**

Category	Minnetrissa	St. Bonifacius	Mound
Population	6,400	2,300	9,052
Community Type	Rural Residential	Urban Residential and Commercial	Urban Residential and Commercial
Square Miles	32.0	1.07	5.0
Single Family Residential units	2,336	Not Available	3,609 Units: 1024 Acres of Low and Medium Density Residential
Multi-Family Residential units	0	22	810 Units: 29 Acres of High Density Residential
Population Density per Square Mile	167	1,757	3,204
Retail/Commercial	9	35	84 units: 63 Acres of Neighborhood Commercial/Pedestrian District/Destination District/Linear District
Liquor Licenses	3	10	5
Schools	2	1	3
Median Resident Age	39.2	31.8	37.5
Non-Minority Population percent	94.0%	80.6%	94.5%
Median Household Income	\$126,302	\$73,678	\$66,013

There is difference between the communities in every category. Minnetrista is by far the most affluent and occupies land space that is over six times that of Mound. Minnetrista has no significant number of retail establishments or a “downtown” area. Mound is a more traditional community with regard to commercial and retail development, and has more multi-family residential units than St. Bonifacius or

Minnetrista. St. Bonifacius has issued more liquor licenses than the other two communities, a statistic related to a specific policing need discussed later in this report.

In order to compare the policing needs of the three communities, several of the factors listed in the Community Demographics table should be considered. Sometimes referred to as *policing hazards*, the presence of these characteristics is likely to generate more police activity. The categories include:

- Higher population density per square mile
- Higher percentage of multi-family residential properties
- Higher percentages of low income housing
- Presence of schools
- Presence of retail establishments
- Presence of establishments that sell alcohol

These “hazards” are relative, and the risk from each is proportional. For example, an area with two retail stores would not be as prone to police incidents as a large downtown shopping district. Or a grade school would generate less police activity than a high school. But the demographic information demonstrates that Minnetrista is a very different community than Mound and St. Bonifacius. Differences in police activity can be explained by these factors.

## **The Police Departments**

The communities of Mound, Minnetrista, and St. Bonifacius are policed by two police departments. The Mound Police Department provides full service policing services to the City of Mound. The Department is led by Chief James Kurtz, who has been with the department serving as chief since 2003.

The Minnetrista Police Department provides full service law enforcement services to the City of Minnetrista and provides contract policing to the City of St. Bonifacius. The Department is led by acting Chief Paul Falls, who has been with the department since 1994, and has served as acting chief since May of this year.

Both departments appear to be well managed and cost effective law enforcement agencies, which provide quality services to their communities. The remainder of this section will describe the structure, operation, and workload of the Mound and Minnetrista Police Departments. This analysis of the police department attributes both individually and compared, will provide baseline data that will be used when considering the feasibility of sharing services or a full merger. The analysis is related to the following categories:

- Current Staff
- Organizational Design
- Personnel Practices
- Labor Relations
- Training
- Service Delivery Practices
- Scheduling Methodologies
- Patrol Distribution
- Performance Measures
- Fleet Management
- Facilities

Together, these category sections will provide an opportunity to compare and contrast the two departments, while considering the potential for a different policing model.

**Current Staff**

The staffing models of the Mound and Minnetrista Police Department are very similar. Although the organizational titles are sometimes different, the same business processes are carried out by each department. A listing of Police Department staff by job classification is presented in the following table.

**Figure 3: Police Department Staffing by Rank or Job Classification**

Position	Mound	Minnetrasta	Combined Authorized
Chief of Police	1.0	1.0	2.0
Lieutenant	1.0	1 (vacant)	2.0
Sergeant	2.0	1.0	3.0
Investigative Sergeant	0.0	1.0	1.0
Detective	2.0		2.0
School Resource Officer <sup>3</sup>	1.0	1.0	2.0
Police Officers	8.0 (2 vacant)	7.0	15.0
Community Service Officers	2.0 FTE	2.0	4.0
Records/Clerical	1.5	1.8	2.5
<b>Total Authorized FTEs</b>	<b>18.5</b>	<b>15.8</b>	<b>33.5</b>
<b>Total Actual FTEs</b>	<b>16.5</b>	<b>14.8</b>	<b>30.5</b>

Significant population increases are projected for Minnetrista over the next 10 years. An increase in population does not necessarily lead to a proportionate increase in the size of the police department, but given community characteristics, the Minnetrista Police Department is the only department likely to grow in the foreseeable future.

***Staff Hours Worked***

A work week of 40 hours is standard in both police departments. Sworn officers in both departments work a work-year of 2,080<sup>4</sup> hours. Because officers work different shifts and different day-off cycles, considering their schedule as a traditional five-on, two-off work week is not descriptive of the current situation. The weekly hours worked by individual officers in each department are the same. Difference in current staffing levels creates a difference in actual hours available for work.

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<sup>3</sup> The Mound Police Department formally identifies this position on their table of organization as a detective. The Minnetrista Police Department classifies this position as a police officer. In both cases, the SRO works nine months of the year in a school, the remaining three months with investigative responsibilities.

<sup>4</sup> 2,080 hours equals 260 work days and 104 days off using standard eight-hour shifts as the basis for the computation. The 2,080 hours does not include vacations.

**Staffing Level Comparison**

The most common metric used to compare staffing levels between police departments is a ratio known as *officers per thousand population*. The following table compares Mound and Minnetrista ratios with Minnesota averages.

**Figure 4: Officers per Thousand in Minnesota, Mound, Minnetrista, and Minnetrista/St. Bonifacius**

<b>Minnesota Average Officers Per Thousand</b>	<b>Mound Officers Per Thousand</b>	<b>Minnetrista and St. Bonifacius Officers Per Thousand<sup>5</sup></b>
1.8	1.72	1.52

Mound and the combined Minnetrista and St. Bonifacius service areas are under the state-wide average for officers per thousand. The state of Minnesota has a low officer per thousand ratio when compared with other states.

Caution must still be used when interpreting the officers per thousand ratios. They take into consideration only population and number of officers. Crime rate, calls for service, and community expectations regarding level of service all play an important role in staffing decisions. Within flexible parameters, the number of officers a community chooses to employ is a political decision. Nonetheless, the figures can be useful in comparing police departments in similar communities. Workload and crime data (presented later) should also be factored into any staffing analysis.

**Organizational Design**

While the nature of the workload (crime and calls for service) in Mound and Minnetrista varies, structurally the departments are almost alike. Each department carries out the same business processes, but there are differences between Mound and Minnetrista as to who (what rank and position) carries out certain tasks. The following table provides a general description of job responsibilities in each department by rank.

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<sup>5</sup> This value was computed combining the populations of Minnetrista and St. Bonifacius.

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**Figure 5: Job Responsibilities by Rank**

<b>Position</b>	<b>Mound</b>	<b>Minnetrasta</b>
Chief of Police	CEO	CEO
Lieutenant	Investigations and Administration <sup>6</sup>	Administration (Vacant)
Sergeant <sup>7</sup>	Patrol Supervision and Administrative	Patrol Supervision and Administrative
Investigative Sergeant		Investigations and CSO/SRO Supervision
Detective	Investigations <sup>8</sup>	
School Resource Officer	Law Enforcement and Outreach in Schools	Law Enforcement and Outreach in Schools
Police Officers	Patrol and Ancillary Duties	Patrol and Ancillary Duties
Community Service Officers	Non-Sworn Police Functions	Non-Sworn Police Functions
Records/Clerical	Records and Office Administration	Records and Office Administration

Job responsibilities by rank between the departments are very similar. The only significant difference is the responsibilities of the respective lieutenants. The lieutenant’s position in Minnetrista is vacant but the responsibilities intended for that position were largely administrative. In Mound, the lieutenant is approximately 70% committed to investigations, with some administrative duties falling to the sergeants.

**Personnel Practices**

The majority of human resource functions in each department are carried out by the respective city governments. Both departments maintain responsibility for the law enforcement components of officer recruitment and selection.

**Labor Relations**

The Mound and Minnetrista Police Departments each have supervisor and police officer bargaining units. All are affiliated with Law Enforcement Labor Services (LELS), but different business managers

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<sup>6</sup> Approximately 70% of workload is spent on investigations.

<sup>7</sup> Both Sergeants have significant administrative responsibilities.

<sup>8</sup> General Investigations, Drug Task Force. Three officers are designated as detectives, with one filling SRO responsibilities. That position is now listed separately.

represent the groups in each respective city. All have the right of collective bargaining and binding arbitration.

The Mound and Minnetrista contracts are similar in many ways, but have some significant differences. While compensation is slightly higher in Minnetrista, the Mound contract is generally viewed as more advantageous to the employee. If consolidated, Minnetrista officers would like the benefit of Mound's physical fitness, education, and residency incentive pay. Officers feel that the Minnetrista call pay provisions are better.

### **Training**

Mound and Minnetrista Police Department Officers received and documented a significant amount of training in 2010, meeting best practice standards and completing state mandated training. The Mound and Minnetrista Police Departments provided training in diverse topics, and the Mound Police Department leveraged online training to reduce costs.

### **Current Service Delivery Practices**

The Minnetrista and Mound Police Departments approach some aspects of service delivery in similar ways and others with some variation. Calls for service drive service delivery practices in both departments. Both departments provide traditional police services to their communities that include, but are not limited to:

- Responding to calls for service
- Enforcing traffic laws
- Code enforcement
- Conducting investigations
- Making arrests

In addition to these traditional approaches to policing, both departments participate in multi-jurisdictional task forces or special units, and provide programmatic services related to crime prevention and community education. The following table lists those programs and services.

**Figure 6: Services Offered by Department**

Service	Mound	Minnetrista
Lake Area Emergency Response Unit (ERU)	X	X
West Metro Drug Task Force	X <sup>9</sup>	
DARE	X	X
School Resource Officer	X	X
Citizen Academy	X	X
Reserve Officer Program	X	X
Crime Prevention Programs	X	X

Both departments are active in prevention and community outreach programs,

**Scheduling Methodologies**

Officers from both departments work 2080 hours per year, resulting in an average work week of 40 hours. The 2,080-hour work year is included in the contract between the City of Mound and its sworn personnel. In both departments, establishing the details of the schedule is a management right that is not addressed by the respective contracts.

The goal of both departments in scheduling personnel is to provide optimum coverage during the times when the workload is anticipated to be heaviest.

Each Department has established a minimum staffing standard for patrol. They have also established a target goal for an optimal level of staffing on a particular shift. The minimum staffing standard is the lowest level of patrol staffing allowed. Any anticipated drop below minimum staffing level requires overtime to meet the requirements. The staffing targets and minimums are represented in the following table.

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<sup>9</sup> This is a full-time detective position.

**Figure 7: Target and Minimum Patrol Staffing**

Staffing Level	Mound	Minnetrissa
Target	2 officers 1 sergeant	2 officers 1 sergeant
Minimum	1 officer	1 officer

Target staffing is difficult to achieve for either department, particularly with regard to the sergeants. In both departments, the sergeant(s) have significant administrative responsibility that makes them unavailable for patrol. In Minnetrista there is one patrol sergeant, limiting the availability of street supervision before considering his administrative duties.

To accomplish their minimum staffing goals, each department has developed a different scheduling methodology. The following table provides the scheduling scheme for each department.

**Figure 8: Patrol Shift Scheduling**

Scheduling Components	Mound <sup>10</sup>	Minnetrissa
Shift Length	Varies	10 hours
Shifts	Varies	6:00 AM-4:00PM 10:00 AM-8:00 PM 4:00 PM-2:00AM 8:00 PM-6:00 AM
Work/Day Off Schedule	Varies	4 on/3 off
Shift Selection	Bid by Seniority Annually	Bid by Seniority every Six Months <sup>11</sup>

Both departments leverage their staff as best is possible to provide patrol coverage. The Mound schedule is flexible but complex. The Minnetrista schedule is less complex, but effective. No matter how officers are scheduled, they work 2,080 hours per year, making a fixed number of hours available for different scheduling schemes. Current staffing levels do not always allow for a patrol supervisor to be working. In Mound, the two sergeants have other administrative duties. Even without those duties, 24/7 supervisory coverage is not be possible. In Minnetrista, the one sergeant has substantial

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<sup>10</sup> Mound has a complex scheduling system that, within guidelines, allows officers to set their own schedules.

<sup>11</sup> Officers cannot bid the same shift twice in a row.

administrative responsibilities, limiting his hours on the street. An advantage of consolidation will be to make 24/7 patrol supervision available.<sup>12</sup>

### **Patrol Distribution**

The term “patrol distribution” refers to how patrol forces are allocated based on workload using three criteria. They are:

- *Temporal Distribution (by time of day).* Both departments recognize the importance of temporal distribution of personnel, accommodating peak workload period through the use of overlapping shifts.
- *Geographical Distribution (patrol districts).* Neither department has requirements for officers to observe specific patrol boundaries. In Minnetrista, the goal of the Department is to keep patrol units spaced appropriately north and south. In Mound, the physical size of the community makes geographically based patrol districts impractical and unnecessary
- *Day of the Week Distribution.* Neither department regularly schedules more staff for peak days.

Ideally, patrol officers would be scheduled and deployed according to a constant evaluation of calls for service and crime data, location data, and time and day of week data. Current temporal staffing carried out by Mound and Minnetrista generally conforms to workload; there are exceptions that will be noted later in this report. Due to the large geographical area of responsibility in Minnetrista, more formal patrol boundaries should be established.

Patrol operations with regard to *workload driven scheduling* and geographical distribution of the patrol force are presented in more detail later in this report

### **Performance Measures**

Police Department performance is generally determined by several measures. They include, but are not limited to:

- *Customer Satisfaction.* Qualitative and quantitative measures of the community’s satisfaction with their police department. This overall category can represent a myriad of topics ranging from traffic enforcement to officer demeanor. Both departments conducted

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<sup>12</sup> 24/7 supervision is an important design goal for a consolidated department.

customer satisfaction surveys approximately four to six years ago. Although there were mostly positive outcomes, the data is no longer valid. The City of Minnetrista is conducting a community survey at this time, the purpose of which is to analyze their service offered. Absent a valid measurement tool, it is hard to quantify true customer satisfaction. Yet experienced elected officials, community leaders, and police department staff generally has an accurate “feel” for what is going on in the community based on anecdotal information. The ESCI team heard both positive and negative comments about both departments, which is typical. The chief of each department needs to have honest and open discussion with elected officials, community leaders, and department employees on a frequent basis in order to keep his/her pulse on the needs of the community.

- *Clearance Rates.* The number of crimes cleared by arrest or other means. Both departments cleared serious crime at a rate of 68%, well above the national average of 38% for cities under 10,000 population.
- *Response Time.* The average amount of time it takes for an officer to respond to a call for service. When citizens call for a police officer, they are extremely cognizant of how long it takes the officer to get there. Even though their situation may not be an emergency, there remains an expectation of quick service. The following table lists average response times, by hour of the day, for each department.

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**Figure 9: Average Response Time by Hour of Day**

	<b>Mound</b>	<b>Minnetrissa</b>
0100	0:02:00	0:01:12
0200	0:01:19	0:02:23
0300	0:01:34	0:02:10
0400	0:01:57	0:01:49
0500	0:01:02	0:01:57
0600	0:00:43	0:02:53
0700	0:02:00	0:06:06
0800	0:00:48	0:02:42
0900	0:01:29	0:03:38
1000	0:02:05	0:02:25
1100	0:01:56	0:02:57
1200	0:02:25	0:02:49
1300	0:02:50	0:03:22
1400	0:02:12	0:02:20
1500	0:01:53	0:02:46
1600	0:03:32	0:03:45
1700	0:02:59	0:05:08
1800	0:03:03	0:04:28
1900	0:02:56	0:03:06
2000	0:02:30	0:02:19
2100	0:01:58	0:02:23
2200	0:01:55	0:01:42
2300	0:01:55	0:01:45
2400	0:01:46	0:01:31
<b>Daily Average</b>	<b>0:02:02</b>	<b>0:02:49</b>

The average response time for each department is good, with the slowest response occurring between 4:00 PM and 6:00 PM. Both departments noted that increased traffic volumes due to end of the day commutes and rush hour traffic play a role in their availability and mobility. A summary of all of the performance rankings are provided in the following table.

**Figure 10: Summary of Performance Rankings**

<b>Activity</b>	<b>Mound</b>	<b>Minnetrissa</b>
Anecdotal Information	Positive with some negative comments	Positive with some negative comments
Customer Satisfaction Survey Data	No current data available	No current data available
Crime Clearance Rate	Exceptional	Exceptional
Average Response Time	2:02 Minutes	2:49 minutes

ESCI consultants heard few complaints about service levels and response time in Mound and Minnetrista. St. Bonifacius officials expressed dissatisfaction with patrol coverage at bar closing time in their community.

### **Facilities**

Each police department maintains their own facility. The Mound Police Department is located in a central city area of Mound. The building was constructed in 2004 to accommodate the needs of the police and fire departments. Most of the building features and specialty spaces are well designed and sized correctly. There is no room for further expansion unless fire department space is volunteered.

The Minnetrista Police Department recently completed construction of a new facility next to the Minnetrista City Hall. As is the case with most of Minnetrista, the location of the police department is not highly developed, leaving substantial space for the facility and parking. The building is a state of the art police facility. It is well designed and built for expansion. The building includes several innovative features aimed at improving officer safety.

The following table describes high level information regarding each building.

**Figure 11: Capital Facility Comparison**

<b>Facilities Metrics</b>	<b>Mound</b>	<b>Minnetrista</b>
Square Footage	12,875	21,400 (4,500 unfinished)
Annual Debt Service Payments	\$210,000	\$300,000
Annual Utilities	\$21,000	\$22,640
Annual Maintenance	\$8,500	\$656 <sup>13</sup>
<b>Total Annual Costs</b>	<b>\$239,500</b>	<b>\$323,296</b>

If the Mound and Minnetrista Departments were to be combined, only the Minnetrista facility could accommodate both departments. Building options are discussed later in this report.

### **Fleet**

The following table lists the operational and specialty vehicle inventory and condition for both the Mound and Minnetrista police departments.

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<sup>13</sup> This will not be an accurate figure going forward since this is a first-year experience. Most work is being done under warranty.

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**Figure 12: Operational and Specialty Vehicles Comparison**

<b>Vehicle Type</b>	<b>Mound</b>	<b>Average Mileage</b>	<b>Minnetrista</b>	<b>Average Mileage</b>
Marked Patrol Units	7.0	30,142	8.0	22,000
Unmarked	5.0	34,200	2.0	63,000
Trucks			1.0	72,963
<b>Total Vehicles</b>	<b>12.0</b>		<b>11.0</b>	

<b>Specialty Vehicle Type</b>	<b>Mound</b>	<b>Mileage</b>	<b>Minnetrista</b>	<b>Mileage</b>
Specialty Trailers	1		3 <sup>14</sup>	
Scooter			2	1,200
ATV	1	350 HRS		
Ambulance (ERU)	1	140,000		
Motor Home	1	100,000	1	
<b>Total Specialty Vehicle</b>	<b>4</b>			

Both agencies have a fleet replacement plan in place. As a result, each agency's fleet has relatively low mileage and is in good repair.

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<sup>14</sup> Includes CERT trailer and 2 speed/radar trailers

## Crime and Police Activity in Mound and Minnetrista

Crime rates for Mound and Minnetrista<sup>15</sup> were compiled using 2009 data from the FBI’s Uniform Crime Reports (UCR). Complete and final 2010 UCR figures have not yet been compiled. The following table lists Mound and Minnetrista part one crimes, also called index crimes, as they are collected by the FBI.

**Figure 13: Minnesota Offenses Known to Law Enforcement by City and State, 2009**

City	Population	Crime rate per 100,000 population	Murder and non-negligent manslaughter	Forcible rape	Robbery	Aggravated assault	Property crime	Burglary	Larceny-theft	Motor vehicle theft	Arson	Clearance Rate <sup>16</sup>
Minnetrستا	8,588	2,154	0	0	0	5	90	12	72	6	0	68%
Mound	9,558	3,086	0	0	1	6	143	29	103	11	2	68%

The report indicates there were 185 index crimes in Minnetrista and 295 in Mound in 2009. The numerical difference presented here does not provide a completely accurate representation of crime in the two communities. The weaknesses of UCR reporting are discussed later in this section of the report.

The table category designated as *Crime Rate per 100,000 Population* (column 3) is the most common metric used to compare crime in cities of dissimilar size. It is derived by using the following formula:

$$(Number\ of\ Index\ Crimes/population) \times 100,000$$

The formula projects what the crime rate would be in a city if it had a population of 100,000<sup>17</sup>, based on their current number of index crimes. The table shows that the *crime per 100,000 population* rate for Mound is higher than that of Minnetrista, and slightly higher than the state rate of 2,884.

Part II crimes are of a less serious nature, but are an indicator of crime in a community. Part II crimes in Mound and Minnetrista in 2010 are listed in the following table.

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<sup>15</sup> The Uniform Crime Reports attributes St. Bonifacius crimes to Minnetrista. Since all of the UCR data is collected by law enforcement agencies, there is no agency to report St. Bonifacius crimes separately.

<sup>16</sup> This figure is self-reported.

<sup>17</sup> This is the only ratio in the UCR that can be used in comparing crime in two cities. The flaw in the use of the ratio is the assumption that crime would grow in a city at the same rate population grows.

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**Figure 14: Part II Crimes Comparison**

<b>Part II Crime</b>	<b>Mound</b>	<b>Minnetrista</b>
Child Abuse/Neglect	10	9
Forgery/NSF Checks	8	7
Criminal Damage to Property	78	55
Weapons	11	1
Narcotics Laws	55	34
Liquor Laws	67	2
DWI	49	80
Simple Assault	36	11
Domestic Assault	45	12
Domestic (No Assault)	60	32
Harassment	29	15
Juvenile Status Offenses	32	21
Public Peace	32	12
Trespassing	22	11
All Other Offenses	43	85
<b>Total</b>	<b>577</b>	<b>387</b>

The table indicates a higher number of part II crimes in Mound than in Minnetrista, but there are caveats. The Mound department uses the UCR methodology reporting. Minnetrista uses what is referred to as the National Incident Based Reporting System (NIBRS). The disparate systems required the manipulation of some of the data to make the data fit in the same categories. Nonetheless, it is believed that the numbers are generally accurate.

Compiling both part I and part II reported crimes in the two communities, the following table describes the cumulative results.

**Figure 15: Combined Part I and Part II Crimes Comparison**

<b>Part I and Part II Crime Totals, 2009</b>	<b>Mound</b>	<b>Minnetrista</b>
Part I Crime	295	185
Part II Crime	577	387
<b>Total</b>	<b>872</b>	<b>572</b>

Caution should be used in interpreting UCR figures. The methodology used to report and count crimes is flawed, and can be artificially increased or decreased in a number of ways. UCR only counts “reported” crime, as no one really knows how much crime occurs. The FBI warns against using the uniform crime

reports to compare crime in two cities. Nonetheless, comparing two adjacent cities with similar populations does provide an *approximate* measure of crime reported in each community.

While considering all of the crime data, it is clear there is more crime in Mound than Minnetrista. Given the makeup of the communities and the presence of more policing hazards in Mound, the difference in the crime rates are to be expected, and not disproportionate when considering the demographic make-up of each community.

### **2010 Police Activity in Mound, Minnetrista, and St. Bonifacius**

Police activity is created by the service needs of the community. The primary driver of activity generally falls into a category known as “calls for service” (CFS). This category includes anything the police may respond to, including reports of crime, traffic matters, and a wide range of other services. The following table describes general types of police activity, by department.

**Figure 16: Police Activity Comparison**

<b>Activity</b>	<b>Mound</b>	<b>Minnetrissa<sup>18</sup></b>
Calls for Service	9,905 <sup>19</sup>	7,360
Citations/Warnings	3,030	3,600
Traffic Accidents	99	208
Arrests	503	208
Investigations	Not Available	516
Assists to Minnetrista	126	
Assists to Mound		153

Calls for service are counted differently by the two police departments.<sup>20</sup> Minnetrista officials have said that they count all requests for service, whether or not they respond. Mound does not count incidents that they do not physically respond to. The police chiefs have agreed that Mound is busier, and respond to more “hot”<sup>21</sup> calls.

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<sup>18</sup> This number appears to include all of the categories listed in the table, along with calls for service.

<sup>19</sup> Characterized by the department as “incidents dispatched by radio.” This number also appears to be inclusive of the other categories.

<sup>20</sup> The fact that two police departments count workload differently is not unusual. Significant changes to workload numbers are many times caused by the implementation of a new records management system, where effectively using the system requires a business process change.

<sup>21</sup> This term is many times used to describe emergent calls that require an immediate response.

Because of the counting differences, a comparison of the activity figures listed in the table above may not be entirely accurate, but based on all information available (both anecdotal and quantitative) that has been gathered during this study, the proportion of workload described here is valid for the purposes of comparing the workload of the two police departments.

In summary, law enforcement workload, both crimes and calls for service, are greater in Mound than they are in Minnetrista/St. Bonifacius. Considering the fundamental differences in the three communities, the volume of workload in each is proportionate.

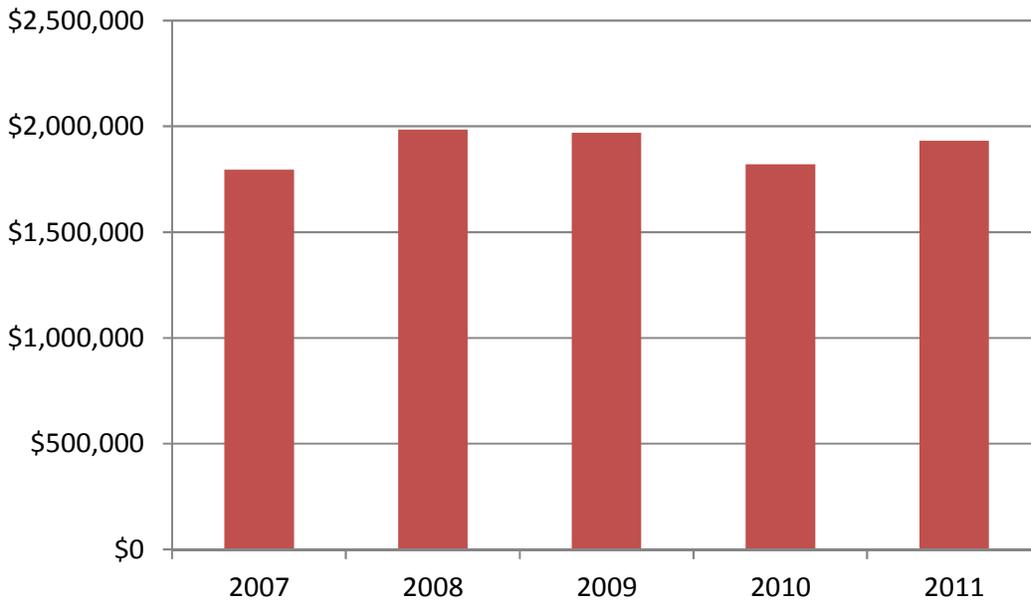
## **Budget and Finance**

This section of the report describes financial information for both the Mound and Minnetrista Police Department. The information includes budget history and distribution, per capita cost of services, and personnel costs. The information is useful in comparing the two departments, and will also be used as a baseline in comparing costs with those of a consolidated police department.

### ***Mound Police Department***

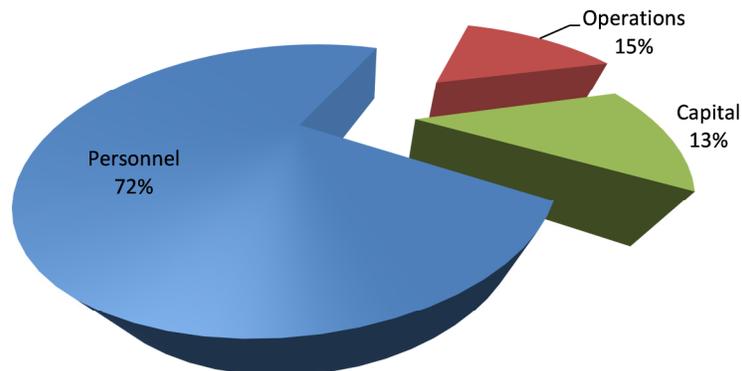
The Mound Police Department budget has been stable over the last five years. A budget reduction in 2010 may be attributed to two unfilled positions in the police department. Budget figures for the last five years are depicted in the figure below.

Figure 17: Five-Year Budget History—Mound PD



The following figure depicts the distribution of budget funds between personnel, operations, and capital items.

Figure 18: 2011 Budget Distribution—Mound PD



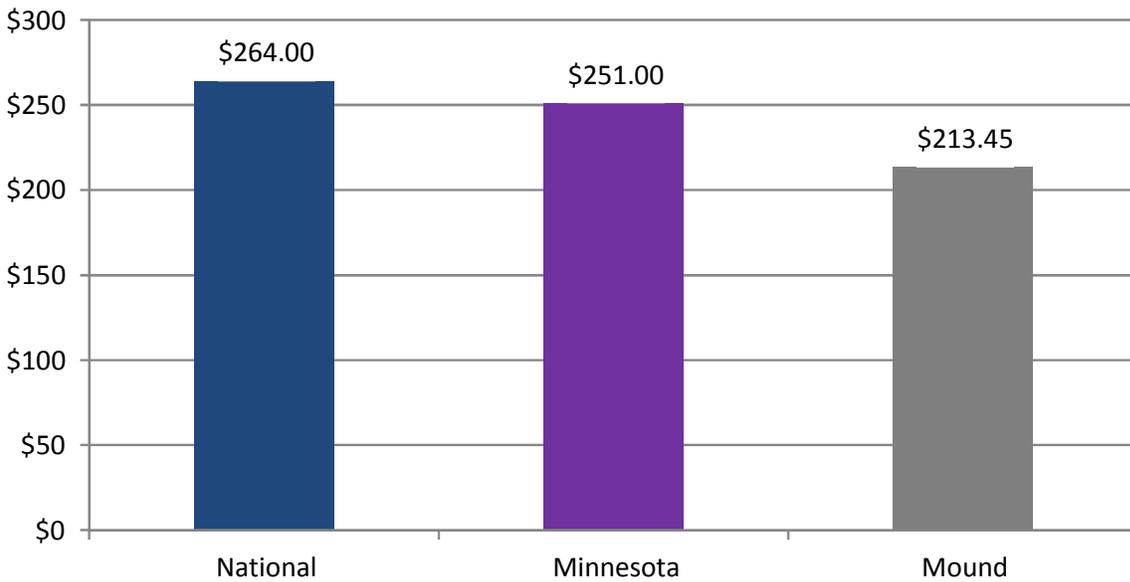
The percentage of personnel costs versus operations and capital cost is well below the national average.<sup>22</sup> A recent survey<sup>23</sup> showed that average personnel costs in police departments represent 90

<sup>22</sup> Mound officials have pointed out that the percentage of personnel costs would be higher if their facility were not included in the police budget. This is also true for Minnetrista.

percent or more of the annual budget. In Mound’s case, the operational and capital figures are average, but with two positions unfilled, the personnel costs are below average.

The per capita cost of service is a metric that describes policing costs per citizen.<sup>24</sup> The following figure depicts the Mound per capita cost of police services, as compared to national and the state-wide average.

**Figure 19: Comparison of Per Capita Cost of Services—Mound PD**



Mound’s per capita costs for police service are well below both national and Minnesota costs.

***Mound Personnel Cost by Position***

The following table describes the wage and fringe benefit costs for Mound Police Department personnel. The “number of positions” (column 2) used for these calculations is based on *authorized* positions.

**Figure 20: Personnel Cost by Position—Mound**

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<sup>23</sup> The study was conducted by the Police Executive Research Forum in 2010.

<sup>24</sup> Police budget/Mound population = per capita cost of service.

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Position	Number of Positions	Wage	Fringe <sup>25</sup>	Wage and Fringe Combined	Total Cost <sup>26</sup>
Chief of Police	1.0	\$96,220	\$20,105	\$116,325	\$116,325
Lieutenant	1.0	\$73,840	\$14,582	\$88,422	\$88,422
Sergeant	2.0	\$70,324	\$14,954	\$85,278	\$170,556
Detectives	2.0	\$63,336	\$13,563	\$76,899	\$153,798
School Resource Officer	1.0	\$63,336	\$13,563	\$76,899	\$76,899
Police Officers (2 vacant)	8.0	\$62,732	\$13,443	\$76,175	\$609,400
Community Service Officers	2.0	\$37,398	\$8,052	\$45,450	\$90,900
Records/Clerical	1.5	\$50,044	\$10,444	\$60,488	\$90,732
<b>Authorized</b>	<b>18.5</b>				<b>\$1,397,032</b>
<b>Actual</b>	<b>16.5</b>				<b>\$1,244,682</b>

The city of Mound is saving \$152,000 by not filling two police officer positions.

***Minnetrissa Police Department***

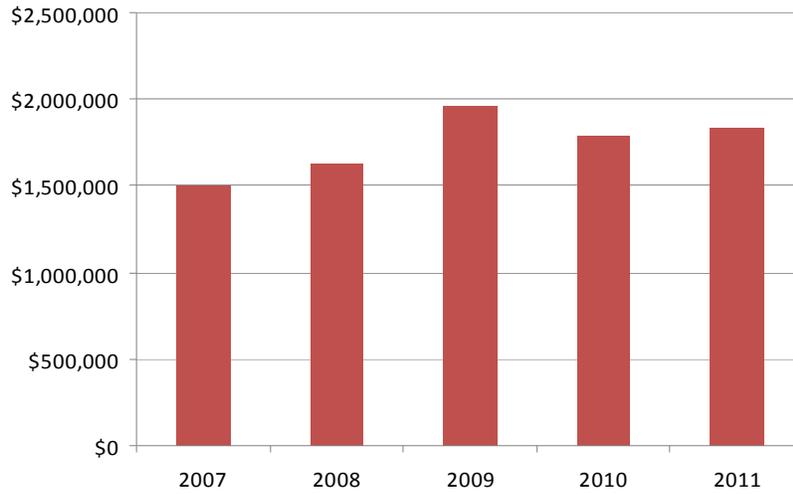
The Minnetrista Police Department budget has been relatively stable, increasing from 2007 to 2009. Reductions in the budget were realized in 2010 and 2011. Budget figures for the last five years are depicted in the figure below.

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<sup>25</sup> Mound computes its benefits to included FICA, Medicare, PERA, Health Insurance, Post-Retirement Health savings plan, and dental/life insurance.

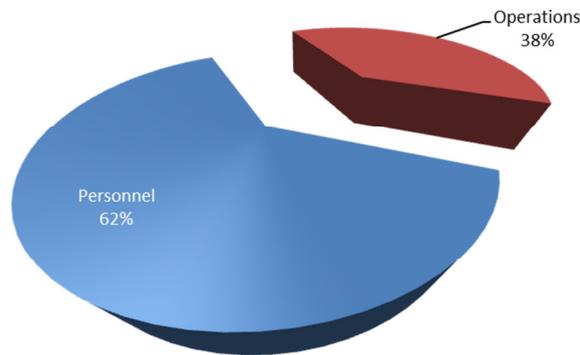
<sup>26</sup> Wage and Fringe Combined x number of positions.

**Figure 21: Five-Year Budget History--Minnetrista PD**



The following figure depicts the distribution of budget funds between personnel, operations, and capital items.

**Figure 22: 2011 Budget Distribution—Minnetrista PD**



The per capita cost of service is a metric that describes policing costs per citizen.<sup>27</sup> The following figure depicts the Minnetrista per capita cost of police services, as compared to the national and the state-wide average.

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<sup>27</sup> To arrive at this calculation, the Minnetrista Police budget is divided by the summed population of Minnetrista and St. Bonifacius. The resulting figure is referred to as the per capita cost of service, which is actually the policing cost per citizen of both communities.

Figure 23: Comparison of Per Capita Cost of Services--Minnetrista PD



Minnetrista per capita costs for police service are well below both national and Minnesota costs, and almost identical to the policing cost per capita of Mound.

***Minnetrista Personnel Costs by Position***

The following table describes the wage and fringe benefit costs for the Minnetrista Police Department. The “number of positions” used for these calculations is based on authorized positions.

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**Figure 24: Wage and Benefit Costs—Minnetrista PD**

Position	Number of Positions	Wage	Fringe <sup>28</sup>	Wage and Fringe Combined	Total Cost <sup>29</sup>
Chief of Police	1.0	\$94,500	\$24,578	\$119,078	\$119,078
Lieutenant (vacant)	1.0	\$79,560	\$22,210	\$101,770	\$101,770
Sergeant	1.0	\$74,277	\$21,373	\$95,650	\$95,650
Investigative Sergeant	1.0	\$74,277	\$21,373	\$95,650	\$95,650
School Resource Officer	1.0	\$58,240	\$18,831	\$77,071	\$77,071
Police Officers	7.0	\$58,240	\$18,831	\$77,071	\$539,497
Community Service Officers	2.0	\$32,240	\$14,710	\$46,950	\$93,900
Records/Clerical	1.8	\$51,792	\$17,809	\$69,601	\$125,281
<b>Authorized</b>	<b>15.8</b>				<b>\$1,247,898</b>
<b>Actual</b>	<b>14.8</b>				<b>\$1,146,128</b>

The City of Minnetrista is saving \$101,770 while the Lieutenant’s position is vacant. Generally, both salary and benefits are higher than they are in Mound; however, this comparison does not account for any longevity or pay grade differential in either department.

***Combined Mound and Minnetrista Personnel Costs***

The following table combines the total authorized salary and benefit cost for both departments, by position.

<sup>28</sup> 15.85% of wage plus \$9,600 insurance contribution.

<sup>29</sup> Wage and Fringe combined x number of positions.

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**Figure 25: Total Salary and Benefits Comparison**

<b>Position</b>	<b>Mound</b>	<b>Minnetrissa</b>	<b>Combined Authorized</b>
Chief of Police	\$116,325	\$119,078	\$235,403
Lieutenant	\$88,422	\$101,770	\$190,192
Sergeant	\$170,556	\$95,650	\$266,206
Investigative Sergeant		\$95,650	\$95,650
School Resource Officer	\$76,899	\$77,071	\$153,970
Detective	\$153,798		\$153,798
Police Officers	\$609,400	\$539,497	\$1,148,897
Community Service Officers	\$90,900	\$93,900	\$184,800
Records/Clerical	\$90,732	\$125,282	\$216,014
Authorized	\$1,397,032	\$1,247,898	\$2,644,930
<b>Actual</b>	<b>\$1,244,682</b>	<b>\$1,146,128</b>	<b>\$2,390,810</b>
<b>Variance</b>	<b>\$152,350</b>	<b>\$101,770</b>	<b>\$254,120</b>

***Budget and Finance Summary***

The following table summarizes the policing cost for Mound and Minnetrista, based on the respective 2011 budgets. Since Mound and Minnetrista categorize budget items differently, the table breaks the total budget down into personnel costs and all other costs, which include operations and capital outlay. The personnel costs were derived from recent salary data provided by officials from the respective cities. The remaining costs were derived by subtracting the salary cost from the 2011 budget of each agency. There may be some variation related to how each city has budgeted for unfilled positions.

**Figure 26: Budget Distribution Comparison**

<b>2011 Budget</b>	<b>Mound</b>	<b>Minnetrissa</b>	<b>Combined</b>
Total Budget	\$1,932,171	\$1,838,775	\$3,770,946
Personnel Costs	\$1,397,032	\$1,227,018	\$2,624,050
Ops/Capital	\$535,139	\$611,757	\$1,146,896

The estimated cost of a consolidated police department will be compared to these figures as a basis of evaluating the feasibility of a consolidated department. Each department's operations/capital category includes the cost of their respective facilities.

There are three possible approaches to sharing police services that the Cities of Mound and Minnetrista can pursue. The first is the “do nothing” strategy, or the continued autonomy of their police departments. The second is to pursue opportunities to share some services without a full consolidation of the departments. The last option is a full consolidation, under a new governance model, creating a new police department. Each of these options is considered in the following sections.

### **Option 1: Continued Autonomy**

The continued autonomy of the departments is a viable option. Both departments are performing well and create value at very reasonable costs. Both departments respond to calls for service in a timely manner, and clear a high percentage of crime that occurs in their cities. They generally seem to have the support of their communities. Both departments have ready backup from each other, to help compensate for minimum staffing levels when possible

But there are also issues in each police department that consolidation may resolve. Due to staffing limitations, Minnetrista is not able to provide the coverage that St. Bonifacius would like when the bars close. While some have seen this as a singular service issue, it is not. It represents larger issues of coverage and officer safety when both departments are operating at minimum staffing levels, not just in St. Bonifacius, but in all three communities. Although backup is available from each other’s department, only one officer on duty at a time in either community is not a good practice, both from a public service or officer safety perspective. Neither department has 24/7 supervision on duty, which is highly desirable to have. Both municipalities are paying debt service on their buildings. Staffing levels of the departments limits training and career development opportunities for officers. A later discussion of the issues regarding full consolidation will feature additional issues for consideration.

### **Option 2: Sharing Selected Services**

There are few opportunities for the partial integration of services that would make sense from an operational and financial perspective. Several possible areas for integration were considered and are discussed below.

### **Training Management**

Both departments have an officer who manages department training on a part-time basis. The tasks usually include determining training needs, arranging the training (including the officer's schedule), and documenting the training. Since these are part-time endeavors, it is difficult to quantify how much time is spent. Most of the training activities are related to managing training for the individual departments. If one of the departments is conducting training that can be shared, some savings could be realized. It is likely that integration of training management would increase effort, due to the need to spend more time coordinating between two departments.

### **Fleet Management**

Little would be saved integrating the police department fleets without consolidating the departments. Vehicle purchase is now done by both agencies through a state contract, and service and repairs are done on a per unit basis. The equipment and markings of each vehicle are different and would not allow for vehicle sharing. Based on a review of the fleet inventory and current staffing, it does not appear that any short-term reduction in cost in the number of vehicles is possible.

While the respective police fleets are too small, even combined, to achieve savings, Mound, Minnetrista, and St. Bonifacius should consider consolidating fleet management for all of their departments. Significant savings can be realized in repair and maintenance. More importantly, a systematic fleet management plan can "smooth" the cost of vehicle purchase for each community, by anticipating purchases and equalizing budget amounts.

### **Facility**

It will be impractical for the two departments to share a building without consolidating. Both police departments would not fit in the Mound facility. There would not be enough administrative space for both departments in the Minnetrista facility. Co-locating individual departments while they continue to be separate organizations would create organizational and workflow problems.

### **School Resource Officer (SRO)**

Both departments have officers fulfilling a specialized position in residency at a school. The Mound officer is primarily at Grandview Middle School; the Minnetrista Officer is at Mound Westonka High School and the Hilltop Primary School. Both officers spend the academic year in their respective schools, and assist with investigations and vacation coverage during the summer. In Mound the person

holding this position is classified as a Detective; in Minnetrista the officer holding the position is classified as a police officer. Some individuals interviewed by ESCI have said that one school resource officer for the middle school and high school would meet the objectives of the SRO programs. Recommendations for the staffing of a consolidated department suggest the reduction of the staffing of this function to one officer.<sup>30</sup> If the two departments are not consolidated, consideration may be given to combining the two existing SRO positions. There are many supervision and coordination issues that would need to be resolved; however, sharing models that are developed for this position could be implemented for other cooperation initiatives between the departments.

### **Records Management System (RMS)**

Minnetrista recently acquired a license to use a records management system developed by a regional application service provider (ASP). Servers and the necessary equipment to support the system are both onsite at the Minnetrista facility and accessed remotely. Mound is in need of a new RMS, and is considering a number of options, including using a system provided by Hennepin County. There are a number of area agencies sharing the application Minnetrista uses, and there are a number of agencies sharing the Hennepin County system. Mound is currently exploring its options, looking for the most cost effective solution for them. A new RMS for Mound will increase their current operational budget, which will result in savings when compared to a shared or consolidated model where only one RMS is used. In the current situation, there are no cost savings available to either agency if the system were shared. If the departments consolidated it is likely there would be savings, dependent on how the vendor manages licenses for its application.

### **Investigations**

Mound officials have suggested that investigations be considered as option for sharing. Considering the number of detective positions in each department, and the use of management and school liaison personnel to augment the function, there are 3.2 personnel combined to conduct investigations. Case management, supervision and cost sharing issues would be difficult to determine without a case by case review of records that detail hours of effort. If any savings were realized, it would likely be offset by additional management and supervisory overhead.

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<sup>30</sup> The elimination of one SRO program will result in the loss of \$35,000 in annual revenue received from the school system.

### **Supervision**

Another suggestion was to evaluate the use of sharing supervision by the two departments. Together, the two departments have the equivalent of 2.25<sup>31</sup> sergeants available for street supervision. Since 4.3 sergeants are need for 24/7 patrol coverage, sharing supervision will not resolve the supervision gap. Coordinating<sup>32</sup> the scheduling of supervisory coverage between the two communities may reduce times when two sergeants are working, and increase the time periods where there is one supervisor working between the two cities. However, coverage is not the most important issue when considering sharing supervision. Because supervision is one of the most critical components in implementing a police department's policies and procedures, policies and procedures would need to be reconciled first. From a risk management standpoint, most communities would be unlikely to turn over the operations of their police department in emergent situations to someone they do not employ.

### **Option 3: Full Consolidation**

Of all of the options facing the cities of Mound, Minnetrista, and St Bonifacius, a full consolidation of the Mound and Minnetrista Police Departments is the most daunting, yet the only option that is likely to produce any savings. Recalling the earlier discussion on the implications of “doing nothing,” the advantages of consolidation must be compared with the current context. There are advantages and disadvantages to a full consolidation of the departments, and they will be discussed in the remainder of this report.

To properly evaluate the feasibility of a full consolidation, many factors should be considered. The topic areas contained in this report are:

- Recommended Staffing
- Patrol Operations
- Policing Style Issues
- Labor Management Issues
- Facilities

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<sup>31</sup> There are three patrol sergeants. This figure was arrived at estimating that each is available for .75 of their time. The actual time available may actually be lower, but is dependent upon a number of variables.

<sup>32</sup> Given the different scheduling systems in Mound and Minnetrista, this may be difficult.

- Fiscal Analysis
- Governance

These topics provide the information necessary to evaluate the feasibility of consolidating the Mound and Minnetrista Police Departments.

### **Recommended Staffing of a Consolidated Department**

Personnel costs make up the largest percentage of police department budgets, from approximately 70 percent to 90 percent. Any real savings in a police consolidation must come from personnel costs. Yet both the Mound and Minnetrista departments are staffed conservatively, with little excess to cut.

In addition to saving money, a goal of a consolidation should be to improve service. To achieve both goals in a consolidation of two minimally staffed departments, economies of scale and new efficiencies must be leveraged to create both savings and performance improvements. Identifying tasks that can be shared, eliminated, or changed in a consolidated department is important to reducing cost and improving efficiency.

In order to project the cost of a consolidated department, it was necessary to recommend staffing levels. While designing a consolidated department, several design principles were adhered to. They are:

- Maintain or increase current levels of service
- Increase street supervision
- Increase patrol coverage
- Create a staffing and patrol plan that is driven by actual workload
- Eliminate positions that can be integrated and/or consolidated

There are additional factors considered in the design, and those factors will be discussed later in this section.

The following table describes the recommended positions for a consolidated department, the number of staff recommended for each position, and a brief description of duties.

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**Figure 27: Consolidated Department Staff and Duties**

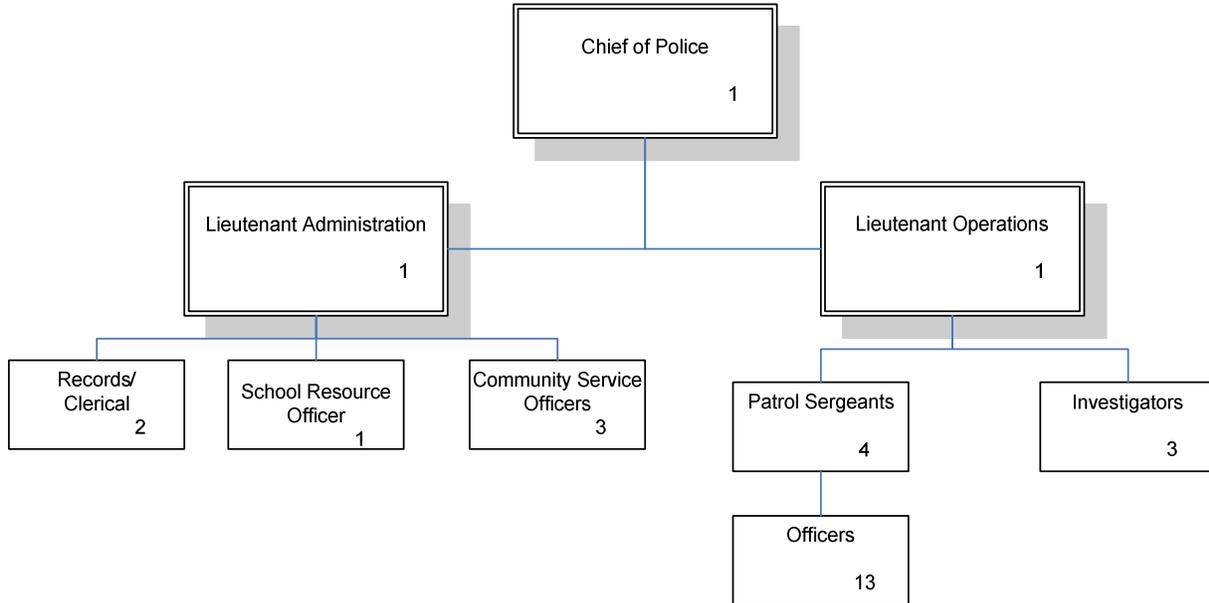
Position/Title	Number	Description of Duties
Chief of Police	1.0	Department CEO: Overall responsibility for the command and management of the department.
Lieutenant - Operations	1.0	Responsible for the management and supervision of all operational and investigative personnel. May be second in command of the department.
Lieutenant - Administration	1.0	Responsible for all administrative functions in the department, including fleet management, training, recruitment and selection, professional standards and policy, facilities management, records management, and supervision of SRO and CSO functions. May be second in command of the department.
Sergeant	4.0	Patrol supervision
Investigators	3.0	General investigative responsibilities.
School Resource Officer	1.0	Nine-month enforcement and outreach positions split between two schools. Vacation fill-in for patrol or investigations during the summer months.
Police Officers	13.0	Patrol and ancillary duties
Community Service Officers	3.0	Provide police services that do not require a sworn officer, as currently implemented
Records/Clerical	2.0	Miscellaneous clerical and records management duties
<b>Total</b>	<b>29.0</b>	

Current staffing levels in both departments, along with associated costs, are compared with the proposed consolidated agency later in this report.

### Organizational Structure

The following figure presents a proposed table of organization for the consolidated department.

Figure 28: Recommended Organization Chart



This organizational design focuses over 80 percent of the workforce in direct client duties out in the community. The rationale for the staffing recommendations is described below.

- **Command.** The command staff consists of the chief and two lieutenants. As depicted by the table of organization, the Operations Lieutenant would be in charge of day-to-day field operations. The Administrative Lieutenant would be responsible for a myriad of duties that were described earlier, including supervision of records, the SRO program, and the CSO program. Considering the current operations of the Mound and Minnetrista departments, administrative responsibilities are the responsibility of two police chiefs, two lieutenants (before the Minnetrista vacancy), and three sergeants. In the proposed department, those responsibilities will rest with two people, the Chief and the Administrative Lieutenant. Placing all of the responsibilities in the Lieutenant’s position<sup>33</sup> creates economies of scale by “de-layering”<sup>34</sup> administrative tasks, allowing the sergeants to focus on street supervision.

<sup>33</sup> Cross-training of a sergeant will be necessary for backup purposes.

<sup>34</sup> De-layering is a technique applied in a field known as *lean organizational design*. The principle is to eliminate the scattering of similar tasks at different levels of the organization.

The administrative position is important for other reasons. Most police organizational literature recommends against having only one person report to the Chief of Police. It is desirable to have two equally ranked supervisors available to relieve the chief. Finally, a lieutenant's position outside of operations creates more career development opportunities.

- *Sergeants.* There are four sergeants in the two departments at the present time. One is an investigator and the other three have patrol and extensive administrative responsibilities. The approach to designing a consolidated department is to allow officers to focus on their primary function. By placing administrative responsibilities elsewhere, the sergeant's responsibilities become only patrol and patrol supervision. The next section of this report discusses patrol staffing and the role of the sergeant in not only supervision, but in handling calls and augmenting minimum staffing. Having 24/7 supervision is a luxury that smaller departments cannot afford. From a risk management and liability standpoint it is important. Being available to coach and mentor officers in the field is important.
  
- *Investigative.* The recommendation for three investigators has its basis in how each department is currently staffed. The Mound table of organization indicates that there are three detectives; however, one is assigned on a full time basis to the drug task force and another is an SRO. The SRO assists with investigations during the summer months, but for the majority of the year, investigations in Mound are handled by one detective and the lieutenant (70 percent). In Minnetrista, investigations are handled by the Investigative Sergeant, assisted by the SRO in the summer months. Combining the two departments, there are 3.2 investigators available to conduct investigations for the majority of the year. Based on current workload, 3 positions are recommended in a consolidated department

Through attrition, investigators should be reclassified to hold the rank of police officer with an assignment as an investigator. If the investigator position is an assignment rather than a promotion, new flexibility creates development opportunities in the workforce. There are caveats with this approach that many departments have successfully overcome.

- *School Resource Officer.* There is sentiment both in the departments and in the communities that the SRO program can be reduced to one position, splitting the middle school and high school during the day. An initiative to cut this program would likely cause some community

push-back, and it is unlikely the programs have been formally evaluated. If this project moves to implementation planning, an outcome evaluation of the program should be undertaken.

- *Community Service Officer.* Economies of scale and scheduling opportunities should allow the reduction of the CSO from four positions to three.
- *Clerical/Records Positions.* Economies of scale and scheduling opportunities should allow the reduction of clerical/records positions to two.

The proposed consolidated department is designed to reduce administrative positions, increase street supervision and officer presence, and improve the efficiency of the department.

### **Patrol Operations**

The proposed staffing level of the consolidated department is 13 police officers—the exact patrol staffing level maintained together by the Mound and Minnetrista Department at this time.<sup>35</sup> The consolidated patrol staffing plan is designed to provide improved temporal and geographical patrol coverage to the three communities, while enhancing officer safety and providing increased supervisory coverage.

Sergeants are part of the patrol compliment, and respond to calls in addition to providing supervision. The following table describes the number of patrol hours<sup>36</sup> available now, the number of patrol hours that would be available if Mound were staffed at authorized levels, and the number of patrol officers that will be available under the proposed staffing plan.

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<sup>35</sup> Mound is currently staffed at two under its authorized level.

<sup>36</sup> All computations were based on a 2080 hour work-year, with a standard 280 hour relief factor deducted.

**Figure 29: Current, Authorized and Proposed Patrol Hours**

<b>Patrol Staffing Plan</b>	<b>Police Officer Patrol Hours Available</b>	<b>Sergeant Patrol Hours Available</b>	<b>Total Patrol Hours Available</b>	<b>Patrol Hours Daily</b>	<b>Supervisor Patrol Hours Daily</b>
Current	23,400	4050	27,450	75	11
Authorized	27,000	4050	31,050	85	11
Proposed	23,400	7200	30,600	84	20

The proposed staffing plan calls for less patrol hours than would be available at the current authorized level, but increases the number of daily patrol hours from the current situation by 9 hours per day. The proposed plan increases supervisory coverage by 9 hours per day.

***Scheduling***

In addition to the additional hours of patrol that would be available in a consolidated department, there will be an ability to improve patrol coverage through coordination of the patrol force. Currently, the Mound and Minnetrista patrol schedules are not integrated and/or coordinated. Looking at the three cities as a region, there can be too many or too few officers on duty at a time. With the extra hours and the benefit of scheduling one work force, current minimum staffing requirements of two officers on duty at a time (one in each department) can be raised to three officers. Peak period staffing can be adjusted to increase or decrease the number of officers working, as appropriate.

The scheduling approach in the Mound and Minnetrista departments is vastly different, and can lead to different outcomes with regard to time-of-day and day-of-week scheduling. The consolidated department should develop a scheduling process that directly focuses on workload demands, as described in the next sections of the report.

***Patrol Distribution – Temporal***

In designing patrol operations in a consolidated department, current and predicted temporal workload (hour of day and day of week) should be the primary consideration in developing patrol schedules. The target goal would be to make sure that officer scheduling conforms to service demands.

The following table describes Mound and Minnetrista workload by day of the week. Minnetrista’s busiest day of the week is Saturday, and Mound’s is Friday. Both departments’ least busy days are

during the week, although there is no one day with dramatically less workload. Based on the data, scheduling in a consolidated department should provide more scheduling on weekends.

**Figure 30: Total Workload by Day of Week**

	<b>Mound</b>		<b>Minnetrista</b>	
Sunday	954	10%	1,135	15%
Monday	1,468	15%	868	11%
Tuesday	1,438	15%	797	10%
Wednesday	1,440	15%	856	11%
Thursday	1,342	14%	1,019	13%
Friday	1,476	16%	1,391	18%
Saturday	1,386	15%	1,634	21%

The next table lists average workload in 2010 by hours of the day, broken down into four-hour segments that generally conform to scheduling practices. The figures show that Mound’s percentage of workload is greater than Minnetrista’s during the day. Minnetrista’s percentage of workload is greater in the evening, particularly between 7:00 PM and 11:00 PM. Scheduling in a consolidated department should focus on providing more patrol staff during the hours of greater activity.

**Figure 31: Percentage of Workload in Four-Hour Segments**

<b>Time</b>	<b>Mound</b>	<b>Minnetrista</b>
0700-1100	20%	12%
1100-1500	17%	14%
1500-1900	19%	17%
1900-2300	22%	33%
2300-0300	14%	17%
0300-0700	8%	7%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Both departments already work to adjust staffing to address peak periods. The ability to schedule a larger number of officers in a consolidated department provides more flexibility when matching workload to staffing. The development of patrol staffing plans should take place during implementation planning.

***Patrol Distribution –Geographic***

Officers should be assigned to patrol duties based on geographical patrol districts. The districts should be designed taking into consideration four factors. They include:

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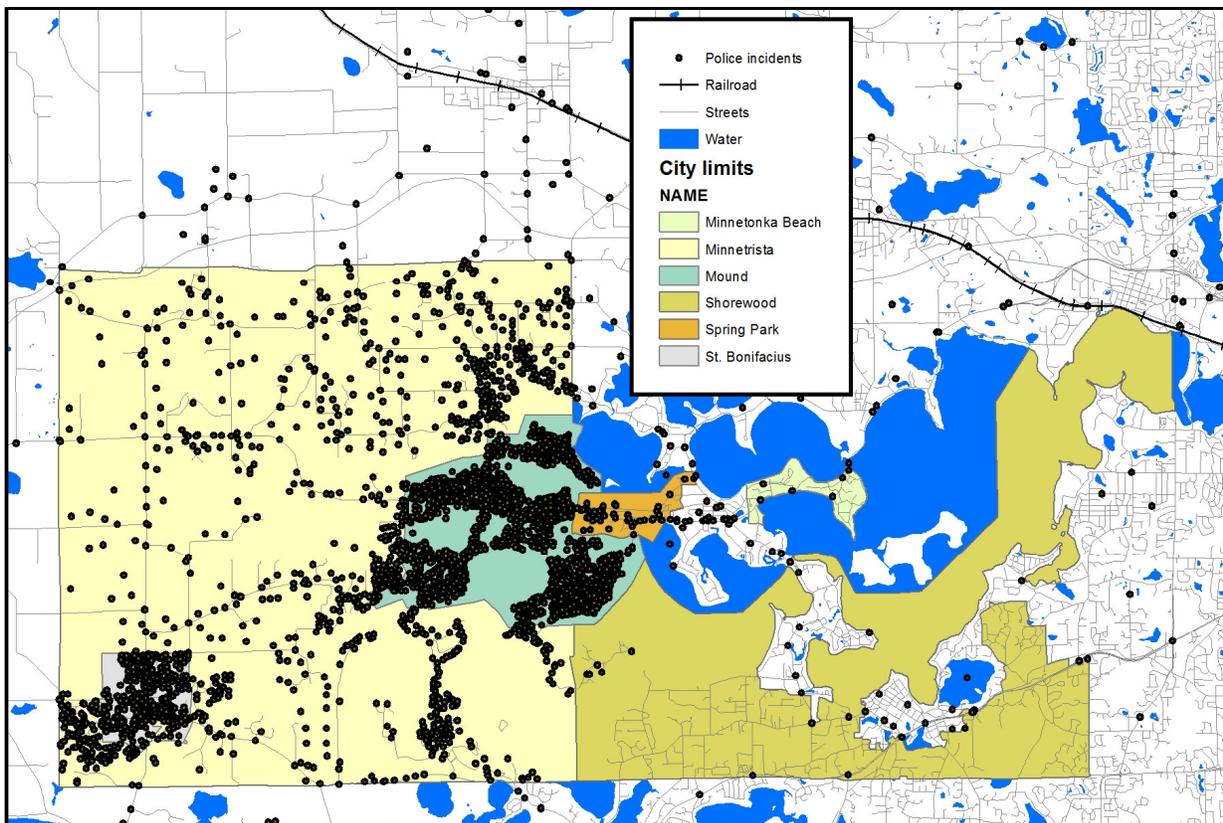
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- The location of calls for service based on a one-year history
- Optimizing response time to the areas that are most likely to produce calls for service
- Physical boundaries that separate the jurisdiction
- The need for separate district plans for each staffing plan<sup>37</sup>

The overriding goal of the geographic district plan should be to align patrol with calls for service and minimize response time. The basis for assigning patrol areas based on time of day can be visualized in the following graphic representation of calls for service. The maps are based on computer-aided dispatch data for 2010.

The first map represents calls for service at all times of the day in 2010.

**Figure 32: 2010 Calls for Service for 24-Hour Period**



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<sup>37</sup> The district plan should be different when there are three officers on duty, versus five.

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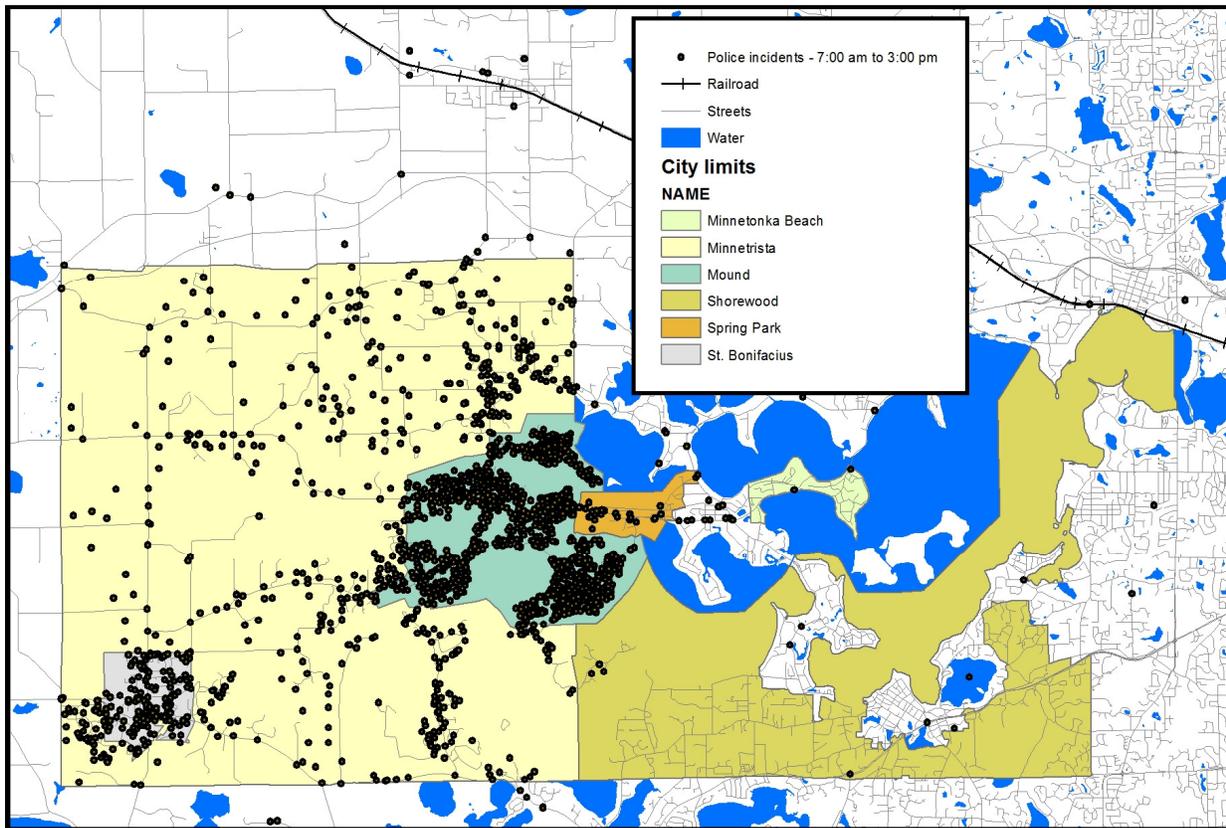
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The concentration of calls for service in Mound and St. Bonifacius are consistent with the demographics of those communities. With no central city or retail area in Minnetrista, the calls for service are scattered over a large geographical area.

The remainder of the maps show call distributions in eight-hour blocks, including 7:00 AM to 3:00 PM, 3:00 PM to 11:00 PM, and 11:00 PM to 3:00 AM. While there are subtle differences in call distribution by hour of the day, they are substantially the same.

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Figure 30: 2010 Calls for Service between 0700 and 1500



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Figure 31: 2010 Calls for Service between 1500 and 2300

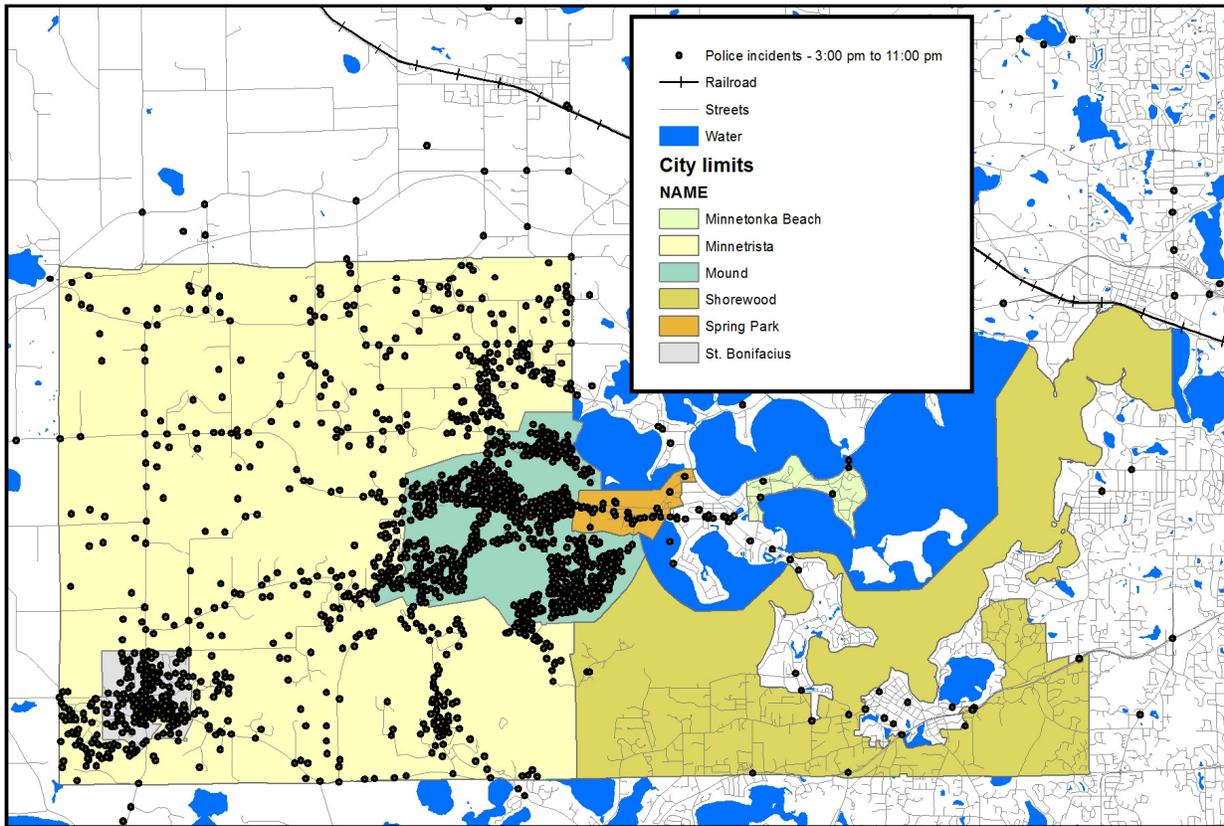
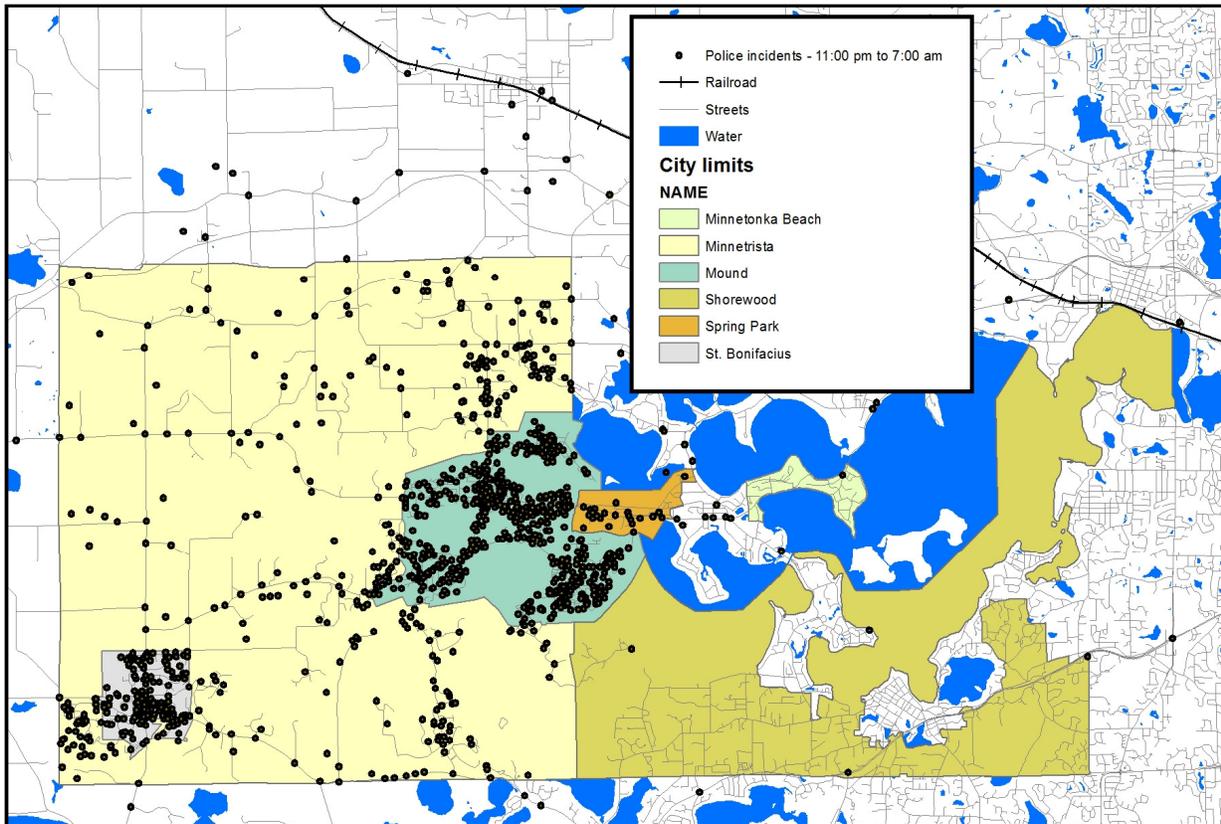


Figure 325: 2010 Calls for Service between 2300 and 0700



The ability to assign officers to geographical areas in a consolidated department is an important approach to maximize patrol coverage and reduce response time. A consolidated department with a greater geographical area of responsibility provides opportunities to focus on calls for service in “hot spots.” The development of patrol district plans should take place during implementation planning.

### **Policing Style Issues**

Several people interviewed during ESCI’s onsite evaluation expressed concern that a perceived difference in policing styles between the Mound and Minnetrista Police Departments would be an impediment to consolidation. Any difference in “style” that may exist is not mutually exclusive.. Both organizations have adapted to their environment. Mound and Minnetrista officers have adapted to conditions in both communities. Officers from each department spend a large amount of time assisting each other, without any reported problems related to policing style.

Some concerns regarding this issue were expressed by elected officials. Most individual police officers were not concerned that any differences in policing style would be a problem.

Policing style is a component of organizational culture. Both culture and style are the responsibility of police department leadership. Differences in policing style will have to be addressed during the implementation stage of consolidating the departments. A competent police chief will address and reconcile policing style differences quickly. With strong leadership and direction, a consolidated department will develop its own unique culture to meet the needs of all three communities.

### **Labor Management Issues**

When consolidation was discussed with union officials, they did not think that coming to an agreement on a new contract would be difficult. The consolidation initiative would require collective bargaining with all of the labor units, resulting in new contracts. Whether the contracts would be with Mound or Minnetrista, or another governing body, will be determined by what kind of governance model is put in place. If implementation planning commences, informal talks with the bargaining units should begin.

In negotiating a new agreement a number of issues will likely be under consideration. It was mentioned earlier in this report that if consolidated, Minnetrista officers could enjoy the benefit of Mound's physical fitness, education, and residency incentive pay. Officers feel that the Minnetrista call pay provisions are better. Seniority will be an important issue.

Mound's incentive pay has resulted in the following costs in 2010:

- Police Fitness Incentive - 1.5 % of salary - \$7,460.78 total was divided amongst 8 officers.
- 4 year degree Incentive - 2.0% of salary - \$4,018.87 total was divided amongst 3 officers.
- Residency Incentive - 1.5% of salary – no one met the requirements, but three officers would in a consolidated department.

Another result of consolidation will be to increase the population of the area department is serving, thus changing the pay comparables to a higher group. Both departments are now in Stanton Group 7 for cities under 10,000 populations. The new comparables will be in Stanton Group 6, for cities from 10,000 to 25,000 population. Specific questions were raised as to potential affect and salaries in the consolidated department. Research resulted in the following information.

- Most cities no longer recognize the Stanton classifications during their negotiations.
- Stanton comparables will be considered by an arbitrator only during binding arbitration.
- The Stanton classifications and wages rarely stand alone in arbitration, making the impact difficult to predict.

The top pay rate for patrol officer in 25 Group Six comparables was compared to current Mound and Minnetrista top rates for patrol officers. The Mound pay rate at the top patrol level was higher than 10 of the comparable cities. The Minnetrista pay rate was higher than 16 of the comparables. Given existing pay rates in Mound and Minnetrista, the new set of comparables should not have a significant impact.

There will be many issues on the table, at least initially, when negotiating with officer representatives for a consolidated department. The issue of pay alone cannot be isolated at this time. In the future, the governing body of the consolidated department may wish to consider the Stanton comparables when designing a negotiations plan.

### **Facilities**

The Minnetrista police facility is the only facility that can support a consolidated police department. It is an well designed and a state of the art facility. Locating a consolidated police department there would maximize its potential and facilitate the development of the new department. While Mound's current police facility is more centrally located, that benefit is outweighed by having all of the police operations and staff one place.

Early in this study, some elected officials suggested that both existing police facilities should be used by a consolidated department. Locating a consolidated police department in two buildings will not work. Co-location is required for the success of a consolidation.

If this study moves to implementation planning, Mound and Minnetrista officials can begin to discuss an equitable resolution to the building issue. How the building issue is resolved is critical to the success of a consolidation

**Fiscal Analysis**

This section of the report presents an analysis of the costs associated with a consolidated department, as compared to current costs. In addition to performance improvements, cost savings realized by consolidating the two departments is the primary factor when considering the feasibility of consolidating. This section of the report examines staffing, operational, and capital costs for the consolidated department.

***Staffing Costs***

The following table provides the staffing cost of a consolidated department and compares those costs to current personnel costs in Mound and Minnetrista.

The table combines current staffing costs in both departments. For instance, in the chief of police category, the current staffing cost represents a combination of police chief costs from each department.

**Figure 33: Current Personnel Costs Compared to Proposed Personnel Costs, by Position**

<b>Position</b>	<b>Current Authorized Positions</b>	<b>Recommended Authorized Positions</b>	<b>Current Staffing Costs by Position</b>	<b>Proposed Staffing Cost by Position<sup>38</sup></b>	<b>Variance</b>
Chief of Police	2.0	1.0	\$235,403	\$117,702	-\$117,701
Lieutenant	2.0	2.0	\$190,192	\$190,192	\$0
Sergeant	3.0	4.0	\$266,206	\$354,941	\$88,735
Investigative Sergeant	1.0	0.0	\$95,650	\$0	-\$95,650
Detective	2.0	0.0	\$153,798	\$0	-\$153,798
Investigators	0.0	3.0	\$0	\$229,779	\$229,779
School Resource Officers	2.0	1.0	\$153,970	\$76,985	-\$76,985 <sup>39</sup>
Police Officers	15.0	13.0	\$1,148,897	\$995,711	-\$153,186
Community Service Officers	4.0	3.0	\$184,800	\$138,600	-\$46,200
Records/Clerical	3.3	2.0	\$216,014	\$130,917	-\$85,097
<b>Total</b>	<b>34.3</b>	<b>29.0</b>	<b>\$2,644,930</b>	<b>\$2,234,828</b>	<b>-\$410,102</b>

<sup>38</sup> Salary and benefit figures are computed using average salary and benefits for each department.

<sup>39</sup> This savings will be reduced by a loss of \$35,000 in revenue if the school district decides to reduce their funding of the SRO program.

The table shows a potential savings in personnel costs of over \$400,000 when comparing a consolidated department to current Mound and Minnetrista authorized staffing levels.

There are many cost variables that will have an impact on financial feasibility that should be addressed during implementation planning. Indirect savings can reduce costs even more. These are described in the next section.

### ***Indirect Savings***

Indirect savings are those that may be unanticipated or cannot be quantified during the early stages of a consolidation planning process. The opportunity for the most savings will result from a rigorous review and redesign of business processes during implementation planning. Business processes<sup>40</sup> are defined as the myriad of tasks that take place in any organization, and how those tasks are organized. In police departments, business processes can range from completing forms to timekeeping procedures to evidence management or fleet procedures. During the feasibility planning process, personnel from both departments may come to the table with business processes that are premised on the idea that they have “always done it that way,” and then proceed to negotiate, generally to keep the processes that they are familiar with. Few consolidating agencies recognize this time as their only opportunity to radically redesign how they do business. New procedures can integrate the skills and experience from both departments, along with best practices from the business world. Short term savings could be significant; long term savings could be even greater, particularly when the new business processes create new efficiencies. The consolidation process is a good opportunity to examine all business processes to determine whether they can be eliminated or streamlined. It is a rare opportunity to build an organization from the ground up, and make sure that every task makes sense.

Next, a formal cost-benefit analysis should be done on the DARE program, crime prevention programs, and other programs to make sure the programs are achieving outcomes that provide value to the department and the community. The evaluations should not be considered a criticism of the programs, but simply validating their importance.

Last, gaps between positions becoming vacant and filled will create some savings beyond the budgeted amount.

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<sup>40</sup> This context does not refer to tactical operations; however, it does refer to how police officers are scheduled or how criminal cases are managed.

To keep future costs down, the consolidated department should look at reducing calls for service demand through a demand reduction approach that can be implemented. Although the approach will initially require more personnel, savings may be realized in the future.

### ***Cost of Consolidated Department***

Consolidating the Mound and Minnetrista Police Departments will reduce costs. The following table describes the overall budget of a consolidated department, and compares those costs to the combined current budgets of the Mound and Minnetrista Departments.

**Figure 347: Consolidated Department Budget, 2011 Dollars**

<b>Category</b>	
Current Mound and Minnetrista Total Cost of Policing (TCP)	\$3,770,946
Proposed Consolidated Police Department TCP	\$3,071,344
Potential Savings – Minnetrista Facility in Budget	\$699,602
Potential Savings – Both Facilities in Budget	\$460,000

The current TCP includes two police facilities. The proposed consolidated police department TCP includes one facility. The alternative savings description includes both existing facilities in the budget. This report recommends the use of the Minnetrista police facility for a consolidated police department.

Governance and approaches to sharing the cost of a consolidated agency are presented in the next section of this report.

### **Governance**

The governance of shared governmental services in Minnesota is generally controlled by Minnesota Statute 471.59, *Joint Exercise of Powers*. The statute addresses a number of issues faced in a law enforcement consolidation, including the legal requirements associated with a Joint Powers Agreement, the establishment of a Joint Powers Board and the Joint Exercise of Police Powers. Contracting with another municipality for law enforcement service is governed by MN Statute 436.05, *Policing to City, and Town by Sheriff or other City, Town*.

MN Statute 436.06, *Joint Municipal Police Department*, provides specific requirements for the governance of a consolidated department. It allows for governance responsibilities to be carried out by either joint sessions of each municipality's governing body, or by an appointed board of police

commissioners. The statute also provides for the establishment of a joint civil service commission as defined by MN Statutes 419.01 to 419.181.

Considering and establishing governance for a consolidated police department would be carried out during the implementation planning phase of this initiative.

### **Funding**

The funding mechanism for a consolidated department is perhaps the most important component of a joint powers agreement. Most consolidated law enforcement agencies are funded by the municipalities supporting them through the application of a funding formula. Formulas are sometimes simple and sometimes complex. Some examples of potential cost sharing formulas are:

- Percentage of staff contributed to the merger
- Percentage of population represented
- Percentage of calls for service in each community
- Percentage of staffing required by the municipalities
- Facilities costs
- Volume of calls for service (includes types of calls into computation)
- Others<sup>41</sup>

The funding formula may include one or more of these variables, but it is advantageous to keep it simple.

The level of each municipality's work contribution to support the consolidated police agency should be considered as a deduction of their formula-based contribution requirement. For example, if one municipality maintains the police facility, the cost of that maintenance should be considered. The Joint Powers Board may wish to contract out payroll and other personnel service to one of the municipalities, requiring consideration of the cost of their effort. In a similar situation, one city may be designated as fiscal agent and employer (for personnel management issues), increasing their support effort over the other municipalities. To maintain equality in the funding formula, sharing the workload in support of the police department on an equitable basis should be considered.

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<sup>41</sup> Some joint powers agreements contain formulas using up to 10 variables. An approach like this is not recommended.

Since finance is one of the most important issues in this initiative, there should be an early understanding of how the partners want to proceed.

### **Contracting**

As the name implies, contracting is the purchase of police services by one community from another, and paying a fixed or variable fee for those services. The relationship between Minnetrista and St. Bonifacius is a contracting relationship. Contracting for police services occurs in various regions throughout the country. A small municipality contracting with their sheriff's departments is more common than municipalities contracting with other municipalities.

Many of the decision that need to be made in a contracting situation are the same as those made in a consolidation initiative with regard to staffing and level of services. In order to differentiate contracting from consolidation; there are a number of assumptions that need to be identified. The following assumptions are applied to this analysis. If the assumptions are incorrect, conclusions may change.

### **Assumptions**

For the purposes of this discussion the two municipalities entering into a contracting agreement will be referred to as M1 and M2, where M1 is *the provider* of contracting services, and M2 is the *recipient*. The assumptions are:

- The parties agree in theory that a contracting relationship is desired.
- A high level feasibility study is undertaken to determine whether there is value and the two communities can reach an acceptable agreement.
- Although the communities need to collaborate on decisions in order for this arrangement to work, M1 has the lead and will ultimately determine how much they will charge M2.
- Discussion begins to discuss the critical issue of staffing, governance, and level of service.
- Implementation planning begins, with most issues being the same as those issues discussed in a consolidation.
- A service level agreement (SLA) is negotiated.
- M1 sets a price and terms and negotiates the SLA terms with M2.

- An implementation schedule is developed, with many implementation activities occurring prior to actual implementation.
- Costs and issues associated with maintaining two police facilities would remain the same.
- Upon implementation, the M2 police department is abolished.
- M2 police employees are either terminated or moved to other city positions.
- M2 employees are hired by M1 (this needs to be agreed upon in advance) and will be integrated into the M1 department. The labor contract in force at M1 would apply. The resolution of seniority, rank, and assignment issues prior to firing and hiring the M2 employees is critical.
- The M1 police department begins policing all three communities (if St. Bonifacius participates).

These assumptions represent an overly simplified approach. While all of these assumptions represent steps that are similar to those required in a consolidation, it is clear that this arrangement represents a buyer/seller relationship, and is less collaborative than a consolidated approach.

### **Cost**

As in the consolidation model, the main cost factor is personnel. While there may be some economies of scale in operational costs, they will not be as significant as personnel costs. This is where the contracting model differs from the consolidation model. In the consolidation model, the communities work together to determine optimum staffing for all of the communities, not distinguishing between M1 and M2. In a contracting arrangement each community may decide independently what they want for police service. Then M1 will provide the requested services to M2 based on an SLA and fixed or variable pricing. Coverage of the M1 and M2 communities will, of necessity, overlap. But ultimately, M2 coverage is based on what they pay for. Jurisdictional boundaries become more of an issue.

Absent decisions on staffing, the cost for contracting cannot be determined. Assuming a staffing model similar to the consolidation model is adopted, the combined costs to all three communities would be approximately the same. Any reductions in staffing would result in the contracting costs being less. The

distribution of the costs may be different between the three communities than they would be in a consolidation.

### **Pros and Cons**

A recently study listed over 50 operational, political, and local control issues that were considered in a proposed contracting situation. Most of them had to do with complications created by giving local control and identity to another community, and subsequently losing operational control of the police department. While many of these issues can be resolved through communications and collaboration, the situation is generally not ideal.

One approach to further evaluating contracting would be to develop a consolidated staffing model first, then extrapolate the model into a contracting model. Like the consolidation model, it will be difficult to identify all of the true costs without conducting implementation planning.

The next step in this initiative is for the respective governing bodies to determine whether shared, consolidated or contracted law enforcement services between the cities of Mound, Minnetrista, and St. Bonifacius are feasible. If any of the options are considered to be feasible, the cities should then move to the implementation planning stage of the initiative. The phase will include, but is not limited to, decisions regarding participation, funding formulas, organizational structure, governance model, and human resources issues. This phase will also include detailed assessments of business processes, equipment needs, and similar issues.

Undertaking the consolidation of two or more law enforcement agencies, or providing contracting services, is a significant undertaking. It will require considerable effort on the part of elected, appointed, and police officials if the cities agree to move forward.

On many occasions, ESCI was told that the only consideration in determining the feasibility of a consolidation is cost. After potential personnel savings, the most significant cost savings from the current TCP would be the result of including only one police facility in the consolidated agency budget. This issue would be relevant in both a consolidation and contracting scenario.

Performance should also be considered on an equal plane with cost. Both the Mound and Minnetrista Police Department are quality departments. However, it is ESCI's opinion that a consolidated department would bring improvements. The larger size of the department will allow more scheduling flexibility, supervisory coverage, and better operational, investigative, and administrative capabilities. A larger department would be better able to absorb community growth without immediately adding personnel. From a personnel standpoint, there will be more career development and promotional opportunities. A consolidation will also leverage the capabilities of the Minnetrista police facility.

ESCI recommends that the cities of Mound and Minnetrista consider performance as well as cost when making their determination regarding the feasibility of an agency consolidation or contracting arrangement.



**City of Newport  
City Council Minutes  
October 15, 2015**

**1. CALL TO ORDER**

Mayor Geraghty called the meeting to order at 5:30 P.M.

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL -**

**Council Present** – Tim Geraghty; Tom Ingemann; Bill Sumner; Tracy Rahm; Dan Lund

**Council Absent** –

**Staff Present** – Deb Hill, City Administrator; Steve Wiley, Fire Chief; Renee Eisenbeisz, Executive Analyst; Fritz Knaak, City Attorney;

**Staff Absent** – Bruce Hanson, Supt. of Public Works; Jon Herdegen, City Engineer;

**4. ADOPT AGENDA**

**Councilman Sumner** - Is the Attorney's Report going to be opened or closed?

**Attorney Knaak** - It's my intention to have it be opened. If it looks like we'll be dealing with other matters, we can decide it then but I think the whole purpose of the last meeting was to air all the issues and you have the document to approve or not. There's nothing on the document that can't be discussed. If it looks like we'll be discussing strategy, I would advise you that it not be discussed.

**Councilman Sumner** - We could begin open and close if necessary.

**Attorney Knaak** - Yes but I would suggest you discuss those issues at a separate meeting.

**Motion by Rahm, seconded by Ingemann, to adopt the Agenda as presented. With 5 Ayes, 0 Nays, the motion carried.**

**5. ADOPT CONSENT AGENDA**

**Motion by Sumner, seconded by Lund, to approve the Consent Agenda as presented, which includes the following items:**

- A. Minutes of the October 1, 2015 Regular City Council Meeting
- B. List of Bills in the Amount of \$115,230.59
- C. **Resolution No. 2015-38** - Accepting Donations for the Period of September 30 - October 12, 2015

**With 5 Ayes, 0 Nays, the motion carried.**

**6. VISITORS PRESENTATIONS/PETITIONS/CORRESPONDENCE**

**7. MAYOR'S REPORT –**

**A. Summary of the October 1, 2015 Closed Session**

**Mayor Geraghty** - On October 1, we closed the meeting to discuss strategy in a case versus Quade. That's all we discussed, no decisions were made.

## 8. COUNCIL REPORTS –

**Councilman Ingemann** - First of all, I would like to compliment the fine men and women of the Washington County Sheriff's Department for the job that they do for the citizens of Washington County. They happen to be in the middle of an issue that they did not create. The Attorney mentioned that the City keeps fines and forfeits, does that include the fines from DWI, major crimes that the county charges, or just the ones that the city attorney charges? Or does that include all, approximately \$52,000.00?

**Attorney Knaak** - You get a percentage of the fines that are collected. There was a time when that was sent directly to you. In the process of reorganizing the State's finances, the State took over that function so the fines go to the State and then a certain percentage go back to you. There was a period there where the State was holding back payments such as fines. All fines that we're responsible for, including DWI's, are sent.

**Councilman Ingemann** - What about the fines that the County prosecutes?

**Attorney Knaak** - I'm not positive on the percentage but if there is participation by the Police Department then I believe yes. In the things that we prosecute, there's a percentage that the State administers.

**Councilman Ingemann** - At the October 1 council meeting Mr. Mayor, you stated that I approved the flyer that went out. Well that happens to be totally incorrect, as there is no e-mail that said I approved, but multiple that said I disagree.

Where did the City staff come up with the phantom numbers that they put in the newspapers as they were nowhere in the budget that the City Council was to see and approve?

In the newsletter, it was stated that the staff decided that the most cost efficient option was to go with the Sheriff's office, they did not check any other option out there at the time and allow the City Council make the decision, it was up to the City Administrator and Mayor alone, as they appear to be "the City staff". There needs to be an independent outside study completed that will check on the possibilities of merging with local departments, keeping what we have, or having the County take over. This needs to be completed before jumping into any agreement that you will regret later. The City can spend money on pay studies and pay to have consultants come in for various projects, yet appear unwilling to have a comprehensive study done on our Police Department to see if we need to change. What is wrong with this picture?

The amount stated on the flyer sent out to the public stated that the police budget for 2016 is \$920,290, but the last budget presented by staff that I saw shows \$869,290 with capital outlay included, where did the other \$51,000 come from? The City budget included a Police Chief and 5 Patrol Officers and one Investigator that does patrol at times. Then again, how can the County guarantee any one a job at any time? It just does not happen. Wishful thinking I believe. Last year, the Sheriff told us that the police would have to apply for the position, and nothing is guaranteed, and if hired, would not patrol in the same town as they came from. What has changed? Looking at the draft that the County sent over for the City to consider, there's a caveat that says "It is understood that this Agreement contains the entire agreement between the parties, and that no statement, promises, or inducements made by any party hereto, or any officer, agent, or employee of any party hereto which is not contained in this written Agreement shall be valid and binding. This Agreement may not be modified except in writing, signed by all parties." In this particular agreement, there is nowhere stating that they will hire our police, they will have seniority, vacation, or anything else because it's not stated. If it's not stated, it doesn't happen. You can promise anything but you know how governments operate.

Council members asked to have the Sheriff attend a closed workshop to discuss some of these items, and he refused under the guise that he did not want to appear before a hostile crowd. The City Council?? He told the City Administrator that he promised the County Administrator that he would not do that. Hmmm elected official? I always thought we worked for the electorate.

Back to the notice sent out, the numbers that you show are incorrect, at least when I did the numbers. The last proposed City budget for the Police is \$869,290 including capital outlay, is not the number that the City stated as being \$920,290. Now we minus the proposed State Aid according to the budget presented to the City Council which was shown to be \$45,000.00, or do we use the amount that was in the flyer of \$53,000? That is money that goes to the agency providing the service, not the City, hence it will then go to the County as they will be providing the service, minus the training reimbursement of approximately according to the budget presented to Council, \$2,300, minus Safe and Sober Grants we received last year to the tune of approximately \$32,000.00 now that brings us down to \$789,990, or \$8,000 less than that if using the state aid number in the flyer, and that includes a Chief, 6 Officers and a Code Enforcement Officer. The County proposal shows \$686,303.32 and that includes just one Sergeant and 5 Officers, not the 7 we used to have. So far, they are not comparing apples to apples. What happened to the Code Enforcement Officer? Animal control?

Until I asked on the October 1st meeting of the City Council for an update on contacting other cities for options, staff either had not contacted Cottage Grove or St Paul Park for possible merger, or may have, and not informed the Council that they checked for contracted service or anything else. Since then, Cottage Grove has replied with a proposal of \$794,322.24, and that includes absorbing our current staff and they would start at the bottom, supplying an animal control officer, as well as a CSO/code enforcement officer. St Paul Park submitted a guess of \$700,000, but also mentioned that most cities do a study before disbanding its police department. Keep what we have or get less.

It is really hard to believe anything that the City staff is sending out lately, as they give one figure to the City Council and then a different number to the public. Who is one to believe? The City of Newport thinks they can justify disbanding our Police Department under the guise of this magical saving, which you will not see on your property tax statement.

Is our City staff now in the process of looking to build a new City Hall? I do believe that will cost millions to build, but I guess you can use whatever saving you get from the cop shop to pay for their new office.

At the present time, we need a Chief of Police and another Patrol Officer. Those amounts are already included in the present budget. Fix what we have and move on. If you really want to find out what the citizens want, put it on the ballot and have them decide or have a study done.

Remember, the data provided in the State of Minnesota Department of Public Safety Uniform Crime Report. Here's the data from the last four years, in 2012, Sheriff part 1 12%, Newport 14%, Part 2: Sheriff 57%, Newport 80%; in 2013, Sheriff part 1 14%, Newport 21%, Part 2: Sheriff 61%, Newport 86%; in 2014, Sheriff part 1 15%, Newport 27%, part 2: Sheriff 56%, Newport 87% These are only for 4 years, but the data for the last 20 years is about the same. Why would I want to give up the service that I have now for less protection as shown by the State of Minnesota Department of Public Services?

Remember, there are a minimum number of officers required to police Newport 24/7. The work that the Police Chief does has to be completed by someone. Our investigations have to be worked on by someone. Our Code enforcement needs to be done by someone. The County will not lose any money policing the City of Newport. Whatever it costs, the County will bill the City of Newport. Please believe me that the County has a caveat in their proposal that if the call numbers increase, the bill will be adjusted accordingly. Our call numbers are high, hence you will see an increase of the bill from the County. If we outsource to the County, we give up any control in the police budget, we either pay the higher cost or reduce the service. There are cities in the County that only pay for 40 hours of policing protection. The County will respond on major crime calls, but not on minor crimes,

vandalism, barking dogs etc.

If we outsource our Police, we pretty much close the door on ever having a local force again, as the startup cost would be very expensive. We would be painting ourselves into a corner.

The 2016 Budget is pretty much set for now. Get a Police Chief and then spend the next year doing a comprehensive independent study to find out the best option, merge with another department, keep what we have, or go to the County. This needs to be completed to make a solid decision. We can ask our local State Representative to see if we can get a grant to do this study. There is no urgency to make a decision at this time. Maybe once and for all this question will be put to bed after the study is completed.

**Councilman Rahm** - I attended a meeting on Tuesday, October 13th, to listen to input from residents concerning the proposed outsourcing of police protection services from Newport to Washington County.

As your elected public, servant I take my responsibilities very seriously to have an open mind to objectively evaluate any proposals that attempt to provide improvements in the quality or lowering the costs of service delivery that will positively benefit the safety, wellbeing, prosperity and happiness for our residents and businesses in Newport now and in the longer term.

I have heard from a variety of residents on both sides of this issue and I am sure we will hear comments from many more tonight, but for the record the overwhelming majority have expressed to me their dissatisfaction and opposition to this outsource proposal.

I have conducted my own due diligence investigation into this matter. An informational flyer was produced by City Administration and mailed to all the residents of Newport at taxpayers expense, and to my knowledge, without specific authorization by the Council. The Council as a whole did not vote on or authorized its content before it was published. In fact, I was sent a copy of the flyer before publishing and I objected to some its content as not being factual as it did not provide comparisons for all alternatives as discussed by Council in an open meeting workshop. I suggested additional information be included such as a cost per officer-hour as a more objective comparison of equivalent costs than the per capita comparison contained in the flyer. My comments and improvement suggestions for the flyer were ignored. I was also asked to participate in a Q&A session with County officials with other City Council members present in groups of two Council members only, so the meeting could be held under the threshold of public notification as required under the open meeting law. I refused to attend and said I would only attend if all Council members were present and the public was notified.

I am concerned that there has been an utter lack of transparency, misrepresentation and misinformation, bordering on deceptive practices, in this evaluation process that is fundamentally against my libertarian vales of open and accessible government of We the People.

I believe in our modern age that providing 24x7 police protection is a core city service and any proposed change is not to be taken lightly. I am not opposed to change, but I believe all alternatives have not been properly articulated, vetted, nor evaluated by an independent cost/benefit analysis study as the Council has previously done on much less controversial subjects such as pay equity or strategic planning.

I recommend such independent study be undertaken and completed before any vote is taken on this issue.

**Councilman Sumner** - Well I think it's well-known that I am looking strongly at the proposal from the Sheriff's Department. I have met and talked with officials in the Department. I took a trip out to the cities that have the Sheriff's Department provide for them. I went to businesses on a random basis and told them that I was looking for their open response on the services provided by the Sheriff's Department. I will tell you that I encountered someone at a bar who said they didn't like them because he drives his boat and gets ticketed for excess noise. I also talked to a lot of businesses and owners. They were all highly respectful and appreciative of the work that is being done by the Sheriff's Department. The most telling thing was they don't have a lot of interaction with them

because there's not a lot of crime. I also spoke with a number of residents and they said they had excellent service. That caught my ear. I worked for 13.5 years for the University of Minnesota in research, the collection, preservation, and analysis of data were extremely important. The last 16.5 years was at the Department of Revenue and I worked with confidential data. The analysis and report generation in the prevention and charging of crimes. I am not a bag boy at the local grocery store making decisions on your behalf. I have met with these officials and have done due diligence. I think that we would stand to benefit tremendously from the Sheriff. We know because it's in the public purview that there's reason to re-examine the management practices in the Newport Law Enforcement. That is all I can say at this time. We on the Council know more information on that and if different Council members have different opinions on how we should be managing, that's up to them. I have found ample reason that a direct merger with the Sheriff would benefit the people of Newport. We would get more police protection, better policing, and savings. You're certainly welcomed to your opinions but that's what my analysis has shown me. I also want to report that I am a member of the community advisory panel at the Refinery. I understand that their collaboration with our department has extended to the taking of a Fire Fighter from Newport to extensive training at Texas A & M in order to enable us to continue to expand our ability to provide mutual aid. I also want to report that the Refinery has gone above and beyond the Federal requirements for providing fire protection and control. They just put in a six million gallon tank to provide water in order to deal with any type of disaster that could occur there. They're a very good neighbor and going beyond what is required to be a good neighbor. I look forward to hearing your comments but want you to know that there are things that we on the Council know that are not part of the public purview.

**Councilman Lund** - I would like to thank all of you for coming and the residents outside. I often kid that I want more people to come to our meetings and really appreciate everyone's interest in this issue. In response to Tracy's comments, I don't think there's any type of scandal or attempt to skip the public process. The Council only meets twice per month so if you want us to get any work done we have to do work outside of the meeting. I strongly disagree with him there. My opinion at this point, I had a good conversation with Craig Woolery, the Chief in Cottage Grove, about a possibility of a merger. That would be completely different than the proposal from them for contracted services. He would only be comfortable recommending that to the Cottage Grove City Council if a study was done. I think that's worth investigating. I think the Sheriff's Department could do a very good job but efficiency is limited by their base in Stillwater and the fact that they don't have a geographic presence in our locality. That would be my opinion at this point. I want to hear from all of you and hope we can keep things civil and have a good discussion just like Tracy and I had on Tuesday at Newport Lutheran Church.

**Councilman Sumner** - I would like to make a couple other comments. In a recent newspaper article, someone that was representing the anti-sheriff side stated that the officers would not be kept in Newport. That's not true, they'll be kept here and dispatched from City Hall like they are now. They also said that the Newport Officers would be transferred to other jobs. They would only go to other jobs if that was their request. If they get to work for the County, they would face greater opportunity. They would be scheduled to come here first because they know Newport and the residents, the Sheriff's office said it wouldn't make sense to move them. Those references are false. There was a line that says in the worst case they would be feeding lunch to prisoners. That is so far from the truth that it's unfortunate that that type of information was put out there and people are given the option to believe it. Hopefully you don't. I asked about that and the prisoners are handled by a different group, there is a no way possible way that sworn peace officers would be given that responsibility. When I did my investigation for the State of Minnesota and worked for the State Police, if I was given information that was not true, I began to suspect everything that came out. We have things here in writing and was told things on the bridge. Because they aren't in writing, I won't quote them but these things in writing are so far from reality that I think you have been fed a line of misinformation and I'm soft in calling it that. This line at the bottom, "what's next, the Fire Fighters?" The thought that there would be any attempt to do away with the Fire Fighters is so absurd it begs the question of why anyone would believe anything that's been said regarding this anti-sheriff department move. If you're being fed one mistruth after another, how can you believe any of them. These are things that are in writing. If we need to do more studies, more cost analysis, ok, let's extend our contract to six months or a year. I believe from the analysis that I've done, it'll be a better deal for the Newport residents to go with the Sheriff's office.

**Mayor Geraghty** - I didn't want to get into the debate of making a decision tonight. It's about hearing input from

the people. Just a couple rules, when you come to the podium, state your name and address. Renee has a clipboard for you to write your name and address. I don't want any personal attacks. You should address the Council as a body, not any individual or staff. I'm not going to allow any personal attacks. If I hit the gavel, everyone stops talking. I'll give one warning to someone and if I have to do it again, I'll ask them to leave or they'll be escorted out. Knowing the people, I think we can be civil and have a discussion...

**Councilman Rahm** - Mr. Mayor, will that be our officers or Washington County's?

**Mayor Geraghty** - They have two arms so we'll take two. Hopefully we don't have to go there. I want to have the discussion. I totally disagree with Tracy, I wanted to be as transparent as I could. We put out the flyer, you can agree with the numbers or not. If I was trying to be deceptive, we wouldn't have advertised it or called for input. We would have just put it on the agenda and voted on it. I really do want to have the discussion and if we don't have it now when we're down a chief and officer, when would we? If we hired replacements, we wouldn't have it again. It is the time to talk about it. I don't know which way it'll go. We have to have the discussion and talk about it. There's a three minute rule, keep it focused and not personal. We'll decipher what we believe is the truth. Deb will start with a presentation and after that we'll start the public comment.

## **9. ADMINISTRATOR'S REPORT –**

### **A. Discussion Regarding Law Enforcement Services**

Admin. Hill presented on this item as outlined in the attached PowerPoint presentation. The City received the attached letters regarding this matter in addition to the public comments listed below.

**Councilman Rahm** - For the contract costs and call load question, you say that it won't go up but if there's more calls won't there be more true costs? Do we get charged for backup now?

**Mayor Geraghty** - No, it would be if we increased the number of officers.

**Admin. Hill** - No.

**Councilman Rahm** - Wouldn't their detective use a car?

**Councilman Sumner** - We're not charged for it. I asked that specifically and how it works with overlapping shifts. They said that we're not charged for that.

**Councilman Rahm** - Would they look into that in the future?

**Councilman Sumner** - It's not anticipated but anything can change.

**Councilman Ingemann** - The Washington County agreement, the 180 day notice to cancel is after the first two years. You can't cancel the first two years.

**Admin. Hill** - Thank you for that correction.

**Mark McKenzie, 999 7th Avenue** - I do have an address for the City Administrator. The police officers will be stationed here, will they also be confined to Newport or will it extend?

**Admin. Hill** - They will only service Newport.

**Mayor Geraghty** - They would provide aid to surrounding communities.

**Mr. McKenzie** - If the Sherriff's Department puts officers in Newport, they will only service Newport?

**Admin. Hill** - Yes.

**Mr. McKenzie** - You weren't clear on that. Related to that, when these officers that we currently have decide to move on, the hiring will be taken out of the hands of the City so over time, the personal nature will no longer exist and that is a concern. Recently, across the street, there were people dealing drugs and the officers came to my house three times, the first time for a call and the second to follow up. They also went to talk with my neighbor who was concerned with the activity. They maintained a presence that eventually caused these people to move. I'm really concerned about losing our own police force and that personalized treatment.

**Mayor Geraghty** - The officers would be assigned here for two years and the practice has been that the Sherriff doesn't move this people around, they usually stay 4-5 years so you would get to know them long-term. You may lose one and get a new one in just like if we lost an officer.

**Michael Tracy Wilson, 1671 10th Avenue** - I have several points I would like to address. My son, when my fiancé went into labor, I called an ambulance and it took them 20 minutes to get there. Newport police were there in a minute and a half with a medic bag offering her all the comfort and support they could. Everyone of you were elected by these people to serve their interests. Getting rid of the Police Department doesn't do that. You were elected by the people. Just like you were voted in, you can be voted out. We will not relinquish our Police Department.

**Chris Vick, 880 18th Street** - To start off with, this seems to be a cost saving measure. I talked with the Mayor one day and we save \$190,000, he was talking about giving \$100,000 back. \$100,000 out of \$2.4 million is a little over 4%. My taxes are \$860, that's like \$35 per year, I'm not interested in losing the Police Department over that. If we want to outsource our Police Department because our city is so small, why don't we outsource our City Administrator and Public Works Director. St. Paul Park should be able to take care both of those. I talked with Sherriff Hutton twice, Mr. Sumner, your comments are wrong, I specifically asked him, they are now employees of Washington County, could they be transferred without them wanting to. He said yes. They are not guaranteed to be here, the Sherriff could move them if they think there's a better spot for them. They could request to be moved but they could also be moved without them wanting to. We've had Police here since 1890 with a gun, I don't see why it's time to stop now. We always thought that the people we elected should do what we want and most of us wish it should stay here.

**Mark Radcliffe, 1530 Wild Ridge Trail** - I have been a resident of Newport for 20 years and for 19 of those years, I've known that Newport's taxes have been extraordinarily high. When I used to come and talk with Larry Bodahl, the answer has always been that we have a public safety cost that is very high. I do support the cost-savings measures that the Mayor has proposed. I do believe that the Sherriff will provide more than adequate support and appreciate the efforts that you have been making to improve the expenditures of the City. expenditures of the City.

**Dave Winkler, 1161 4th Avenue** - This appears to be about cost-savings and I understand, I get it. I've been in business a long time and have never known an organization to save their way into success. It just doesn't happen. So we encourage our companies to increase their market share and revenues. What are we doing in Newport to do just that? Do we have any ideas of economic development besides another used car lot along Highway 61? We're often the laugh of the southeast metro; Newport is nothing but used car lots. How many businesses have come to the Council and asked for a Conditional Use Permit that have been denied? I don't know the answer to that. Newport has one gas station, higher than most, almost all the time. There's no reason for that except for that there's no competition. We've got one drug store, one liquor store, one of a lot of different things. What are we doing to bring businesses in? Are we trying to protect some other businesses? I don't know the answer to that. Who is in charge of economic development? I don't know the answer to that; perhaps someone can clue me in. What are we doing for other businesses to come in and become a tax base? What are we doing to put up houses? I don't know the answer to that. I don't know the answer to a lot of things. We elect you as representatives. You don't get a lot of people here on a regular basis; I haven't been here on a regular basis. We have a crowd here

tonight. All I can do is encourage you to listen to the citizens and as best you can, determine what the right thing to do is.

**Paul Hansen, 1925 10th Avenue** - I've lived in Newport for 14 years and have run for office several times. My taken on going with the Sherriff's Department is a win-win situation. There's cost savings, better coverage, we're keeping our existing police officers, I don't know what more there is to say.

**Shannon Barrett, 500 5th Avenue** - I actually just moved to Newport from St. Paul. I was coming here looking for the small town community. Looking at this, I'm kind of shocked. I just wanted to clarify something that Councilman Sumner said. In his speech, he was referring to the anti-Sherriff group online. I think it's the "Save the Newport Police Department" page. I don't think it's anti-Sherriff, I think it's what the citizens feel. It's coming as a cost-savings but you can't put a cost-savings on our safety, if we want to spend more to have our Police Department, that's our right and we should be able to do it. I just wanted to clarify that the page is "Save the Newport Police Department."

**Fred Leimbek, 603 7th Avenue** - You want to talk about saving money, about a year or two ago, the City took about five houses off of Cedar Lane. We lost all that tax revenue. They said they were in the flood plain, houses have been there 50-60 years and all of a sudden there's a problem. Now I hear they want to make a park down there. Newport has three parks already, that's in the flood plain, it'll flood. We'll be the only place in the State that has four parks and no Police Department. People come around and tell you how to vote and you don't like that and I don't either. What the Council tells me will tell me how to vote.

**Carol Robertshaw, 1158 5th Avenue** - I've lived here for six and a half years and moved here from White Bear Township. They went through something exactly like this while I was living there. My husband and I moved there in 1985 and we had a child and were divorced in 1991. I don't remember exactly when the transfer occurred but I do remember that before, I hardly ever heard a siren. It was something my ex and I would say to each other. When Ramsey County came in, we were hearing sirens almost as much as in St. Paul. I thought "oh my gosh." I felt extremely safe before that and didn't feel as safe with them. Furthermore, I began to think that either they're expressing their bravado or they simply didn't know the community well enough, like our Police Department, to know what kind of crime is occurring. They also weren't close enough to the people to know them personally. I fear that it will happen here. I really had a sense of how much more remote, as a single mother, I was. I really do feel that this is a wrong-headed move. As a citizen of Newport, I did not elect you to outsource my Police Department.

**Kevin Haley, 3025 Bailey Road** - I've been here for more than 10 years. I think our Council is doing an excellent job. I appreciate the job and realize it's hard. I also went out into the community and surveyed citizens, business owners, similar to Bill and found the same thing. People that are being serviced by Washington County appreciate them. It was a love-fest. There wasn't a negative comment, it was neutral. The communities they serve love them, they take good care of them. A business said that they came into the business and the officers would come and talk with the customers and business owners to make sure everything is ok. I have no issues with the Sherriff servicing us. They are in the communities that I went into and I talked with 20-30 people and they all said the County is serving them wonderfully. I was hoping to see a broader perspective. They all loved Washington County servicing them. I hear you and understand that a lot of you have opinions, but did any of you go out to the communities that they are servicing and ask them and hear from them different than what I heard. I appreciate our Council working hard to save us money.

**Tony Mahmood, 822 High Street** - I'm not here to talk about the money, which department is better or worse. I'm here to say that we have a lot of people here and they all came to an agreement that we want our Police Department. It's not a matter of which one is better and which one's worse, it's a matter of what the citizens want. When I look at our Department, it's pride, we have a Police Department that's ours. They are the Newport Police, they have pride in this city. Not to say that the Sherriff won't be good but once our Department is gone, they're gone. So in three years when the contract is up and we don't like what they're doing, there's not a lot we can about it, they get to decide what happens and how we're patrolled and taken care of, we don't. I just want to say, please

take some time and think about it. We're not hurting for money, we can take some time and do this the right way. Let's talk about it a little longer and not rush. I also have a petition of 311 signatures of people that want to save the Police Department (see attached).

**Craig Rice, 512 2nd Avenue** - What is this body considering? It's considering closing a union shop, one of its bargaining units. One that is unique in that its members have no right to strike, coupled with a convoluted and arduous grievance process. The County states that they won't lose their jobs, they'll become deputies. In the profession of law enforcement, my feelings are that that idea is at best overly simplistic and dangerous and recklessly naïve. The time an officer spends in college just to hit the streets as a rookie affords him plenty of time to think about what area they want to go into. My feelings are based on the experiences of my best friend, a retired South St. Paul police officer. I've known him since 1972. I watched him be a cop from beginning to end. I feel if the officers in question wanted to go the county way, they would have but I feel ours wanted a more hands-on, small town department with all the baggage. A department where they know their customers and manage to serve justice with knowledgeable, no nonsense advice at the community level, where it belongs. Now on to another aspect of their beat. The 800 lb gorilla; I live in old town, 3,000 feet from an industrial facility that could level this town with one oops. I know this because I've worked at Northern Tier and Flint Hill Refineries. Sometimes we have a bad day, ask Veid or Don. I feel it is a good value to have a police department that is aware of that unique hazard and has the ability to react immediately and appropriately when the need arises. Intangibles like quality of life cannot be reduced to mathematical equations but I feel this body has already done some quick math and decided that question. Thank you for thinking for me. In conclusion, as to the bodies' emphatic emphasis on numbers a phrase comes to mind "me thinks you profess your innocence a little too loudly. Enough said.

**Adrian Gilmore, 1535 4th Avenue** – I have lived here all my life and feel our Police Department is just fine the way it is. I feel safe.

**Corb Hopkins, 1790 1st Avenue** – Well this issue came in and suddenly it was, well the story of the hen and barring yard, where a rock fell on its head and chicken little started running around saying "the sky is falling." Unfortunately, there has been a lot of that type of information. It takes me back to my 3M days and reminded me of work experiences where someone had weak data and tried to bully their proposal into a quick group decision and it was later regretted. I think we've all made those types of decisions when we've been pressured. I think our Council has three choices, maybe four. The Washington County's proposal is good, same people, same house, same cars, in the town they know, the people they know. I don't think it could get any better, the only thing that is changing is outside management. The other advantage is that if we need outside resources, we got them. What's in this for you as a resident? You've seen the numbers on your taxes, the City will save \$177,000 per year. The group has worked to bring the taxes down. It's controlling costs. When you do that, you do it a little at a time and do it day after day. What do we do from here? Cottage Grove proposal looks ok. It has some advantages, they're right next door and we're like one big community. It reminds me of Jacksonville. I was driving and there was one big sign in the middle of nowhere saying "Welcome to Jacksonville." You drove and drove and drove. Finally, you got to the city. Jacksonville is the whole county.

**Susan Albrecht, 1520 Wild Ridge Trail** – I think I've written to each of you to express my dissatisfaction with the idea of outsourcing. I served as a business executive for 35 years so I understand what pushes you all to do what you're doing, look at alternatives. The one thing however, is that when I looked at those decisions, I always had to consider the people involved and what they wanted at the end of the day. At the end of the day, I've heard the majority of the people say that we need and want our Police Department. I feel that way because I feel safe and comfortable in this community. I don't know how I'll feel with the Sherriff Department. I believe they're capable but it has to do with me feeling comfortable in Newport. We pay a lot of taxes, we have one of those houses on Wild Ridge and I complain about it bitterly every time the bill comes. We have no kids, street lights, or city water but I'm willing to stay because I feel safe and comfortable. Please consider what your citizens are saying and our perception of safety. It may not be reality but it's a lot to us.

**Henry Taylor, 1392 4th Street** – I've been here for 14 years and for the last 14 years, you've been trying to get rid of our Police Department. Tracy, do me a favor and see how much each of these guys get and how much they got last year for taxes and wages and how many hours they put in. How many hours do you put in, 8, 10, 20 hours per week? These guys put in 40 hours per week and their lives are on the line. I haven't heard any of you say that you were threatened. You just want to get rid of them. What happens when you save that money? Whose pockets will it go into? Tracy will you please do that for me?

**Councilman Rahm** – I don't understand your question.

**Mr. Taylor** – How much do you make per year?

**Councilman Lund** – We make \$3,800 per year and the Mayor makes a little more.

**Mr. Taylor** – Put it on paper.

**Councilman Lund** – It is.

**Councilman Rahm** – It's public knowledge.

**Mr. Taylor** – How many hours do you put in?

**Councilman Rahm** – I put in as much as I can to do the job.

**Ron Leseman, 1652 Cedar Lane** – I've been in this city for 49 years. This is the first time this kind of thing as come about where someone is trying to eliminate our Police Department and I think it's wrong. I have nothing against the Sherriff Department but the fact of the matter is that we need our Police and that personal touch. Basically, I hope you make the right decision. I am for keeping them and hiring a new Chief.

**Roger Mews, 1610 10th Avenue** – I think this is the worst proposal I've heard come out of this Council. If you want to make a better decision on this, let the citizens vote on it.

**Mike Chamberlain, 1275 Kolff Court** – I've been out here since noon. I'd like to say first of all that I'm definitely for keeping our local PD. The savings that you've proposed is peanuts; it's not worth the safety. These officers know my kids by name. My family feels safe, that's why we're here. \$100 per year is peanuts. I'd like to read something that you should be very familiar with. "The City of Newport is committed to serving the people and businesses of Newport by creating an environment which encourages pride in the community, promotes prosperity for businesses and improves the quality of life for all." Sound familiar? I do commend you for putting forth such controversial issues that it's brought together a great number of citizens. It should be eye opening that these continued gatherings have residents are in opposition of the Council's suggestion. If this administration is truly looking to improve the quality of life, it should permanently shelf the idea of dissolving our law enforcement. I highly encourage you to rethink this and make sure you make the right decision. We need our Newport PD here, Newport lives matter.

**Mike Watson, 2204 Hastings Avenue** – I've lived here my whole life. These police officers, I'm totally for keeping them in the city. I've seen them mold many lives and children. I have five kids now and more than half the force knows the kids faces. These people are on the streets protecting us day in and day out. We need to rebuild the force and a new Chief, not outsource. We look at ways to save money and this isn't it. How much money went into the parking lot where five cars park?

**Councilman Lund** – None.

**Mr. Watson** – How about the forest next to my work, is that city money?

**Councilman Ingemann** – No, it's a warehouse.

**Mr. Watson** – There are just so many ways that we can save money. I think you said six years without a sergeant, have taxes gone down? Not once? Where is this extra \$105,000 that we need for the sergeant if our taxes haven't gone down?

**Mayor Geraghty** – You'll be taxed for it.

**Mr. Watson** – Moral of the story, if you want to make this fair, let the citizens vote on it. Keep the Police.

**Amber Jarosh, 730 7th Avenue** – I'm new to Newport, just moved in June. As you can see, I am not a cop but have been entrenched in the law enforcement culture. I was a reserve for the Pequot Lakes for many years. While there, we were contracted to work for the Township of Jenkins. I've seen what in reality happens with contracts. Pieces of paper don't govern actions. The officers are going to stay at their home base, and Washington County's base is Stillwater. They're going to go where the action is even if they're supposed to stay here. If the action isn't here, we're left without law enforcement. I know you don't agree with that but I've seen it. I believe in community-oriented policing. Though the County will try, they won't accomplish the investment in a community like a local police department can. If we have our own, they have to stay here even during the mundane parts. The County cops have to go where the action is, that's their job. They have a whole county to protect. You always get better community policing with a city cop. If you want true community policing and 24/7 coverage, you have to have your own Department. I've seen what a contract does, you will not get 24/7 coverage, no matter what is put on paper. There will be bigger problems elsewhere and they need to respond to those.

**Sharon Erickson, 1055 Bailey Road** - My husband and I have lived here for almost 40 years. We've learned to feel very secure at our place. We're in our own little secure area and feel that Newport has always made us feel that way. We haven't had a lot of dealings with the Police until this year. We had someone that stole our mail and they started watching our checks. All of a sudden we had checks cashed all over the Country and the Police stepped up and helped us solve our problem immediately. They helped us immediately. We had a check that I had written to a flower company for \$69 and they changed it to \$700. Anyway, they helped us get that straightened out. We wouldn't know what to do with them. We'd probably move to Sunfish Lake or somewhere where they do have a police department. We have to have them. We're here with the Police Department but without them would put our house up for sale probably.

**Josh Grochow, 1890 10th Avenue** - I've lived here my whole life and remember the Police Department giving out the football cards and being part of the community. I currently work for the Department of Transportation and took courses at Hennepin Tech to learn more about public works. Part of that, we learned about various cities through the State that have opted to privatize service under the guise of saving money. It always works out the same, you sell all the equipment and get rid of the people, it works great the first couple years and then the price goes up and you can't afford it or to get back into business. I did some quick math when Deb was giving her presentation. The first three years, it would save us \$177,000 per year and then go down to \$150,000. That works out to be \$51 per person, for that, I want the Newport Police. I'll pay that for my wife and kids. The Police are worth \$51 per person. Keep them.

**Cody Affolter, 1911 3rd Avenue** - First thing I want to say is that we the people want to keep the Police Department. This is a democratic process, it's not just me, it's not just you, it's we the people. The reason being, I'm a firm believer because right now, Newport is in a transitional phase. The demographic of Newport is fairly old and they're moving on or out and younger families are moving in. You want to see a city grow, you want families in here, you want to fill this community with new ideas to bring businesses in. You want these families with younger children and younger people like myself who are working 45-50 hours per week, I want to feel safe at work and know that my family is safe at home. You won't get that with the Sherriff's Department. You might feel safe but is it really going to save the City money? Are they going to be part of the community? I like my kids growing up seeing the Police Department, waving to them, seeing them in parades, shaking their hands, getting to know them. To build a community, you need young families to move into your community.

**Bob Bay, 1695 4th Avenue** - We've been here since 1977 and have known most of our officers since that time and we are definitely in favor of keeping them. The little bit of savings doesn't merit farming them out. They've done a good job, I had a real problem in my neighborhood and they were there. They do a lot of other good things. When I was on the Fire Department, the first people on the scene were the Police Department and Fire Department. The Police were always there before me. They did a terrific job and if I have to pay a little more, that's ok. Just remember, we the people run this community and please listen to what we're saying. We don't want our Police Department gone. Thank you.

**Scott Fisher, 812 17th Street** - I've lived in this community 51 years and grew up with the Police Department, I was a reserve, I was a part-time officer. We need the Police Department to be here. We don't need to farm out to Washington County. We don't even need to look at Cottage Grove. We need our own. We need our Police Department. Remember, you were all elected by the community and the community, by the support we have tonight inside and outside, is telling you that we want to keep our Police Department in-house.

**Lorraine Pike, 549 12th Street** - I've lived here since the early 50's. I walk six days a week and looked at all the signs that have appeared in Newport. On one side, I counted 8. That doesn't count the blue ribbons. If someone took the time to look at all of those. I really think we should keep our Police Department. Also, we have a good Police Department. I heard all the comments mentioned on Tuesday. A lot of good ideas, I don't have anything to add from that except it would be nice to see a show of hands to see who is in favor of the Police Department. I see more yeses than nos. Let's hope we keep our Police Department. Thank you.

**Dan Flood, 1660 3rd Avenue** - Mayor, Council members, I appreciate that you have taken the time to call a public hearing and allow the citizens to speak on this safety matter. I am here before you tonight to beg you to keep our Police Department. The numbers that we have heard so far have changed from every individual. I'm not saying that they are false, what I'm trying to say is that I don't believe we've come to an agreement on them. What the City has published in their mailer, what the Mayor has said, what Dan Lund has said, and what we've seen, they've all differed a bit. Let's please take the time to sit and really look at the numbers. I believe the citizens of Newport, from our Tuesday night meeting, the ones I've talked to, everyone that I've talked to, and granted the other side hasn't come up to me, are all willing to spend the money to keep our Police Department. If we're worried about money, we need to look at other things like getting rid of some of our police cars, our equipment, or combining services. We also need to spend money in our economic development fund to attract businesses. It will cost money to bring that money back to Newport. I believe the crowd here tonight is strongly in favor of keeping our identity with our Newport Police and at a minimum, please put off this vote and take the time to do a study and find out the truth of how this will affect our City. Thank you.

**Tom Aguilar-Downing, 1550 Wild Ridge Ct N** - I would just like to say that I would support keeping Newport Police. As I'm listening to people, I hear that the cost-savings isn't worth it. We want our own. I hope you listen to that. The Mayor always says that he's willing to let everyone talk. You've heard a lot of talking tonight, I hope you heard them and that your mind isn't already made up. I think there are options out there and they need to be explored. Thank you.

**Mary Ann Newman, 1620 Wild Ridge Ct S** - I just want to say that I agree with everyone that wants to save the police. We've had incidents such as fires and medical issues. They were always the first people there and we really appreciate that. I don't know any of them by name but can recognize them because they all have short hair. I just want you to consider all of the options and really think about it.

**Emily White, 870 17th Street** - About a month ago, I had a medical emergency at my house at 20 minutes to 1 in the morning. I called 911 and they patched me through to Washington County. I told them to come to the back door, the officer came in about four minutes and came to the front door but came through the back. There were two officers and I couldn't open my eyes. Not only did they come fast, but I said "Is that Scotty?" As most of us know who Scotty is, they said no. When you recognize a police officer's voice, to me that's important. My husband was a Ramsey County Deputy for many years and I also know several people that work for Washington

County. By them saying it will be the same police officers, I don't believe that. Maybe initially but they assign every year or two years. I know personally someone that is dying to get into this area to work and he's got it written out that that's what he's going to do. I don't believe it will be our officers forever. Thank you.

**Mike Koewler, 1625 Wild Ridge Ct S** - I want to say that I think Washington County would do a great job but Newport can do a better job. The issue isn't whether or not they'll do well, the answer is yes. I think time would be better spent talking to the people here and seeing what we want. I think what you're hearing is that for \$50 per person, we want our own police force.

**Gary Imholte, 635 5th Street** - I've talked with the Police Officers, they came to my house four months ago. If an officer is a good officer, they're a good officer. They're all sworn to do a duty, I don't care if they're the sheriff or not. If a good man is on the job, a good man is on the job. I'm a union man also and they're contracting out. I see other guys have left, that's cutting cost. I've never seen an offer so generous as keeping seniority and that's what I was concerned about. Someone took the time to negotiate their protection. My concern was for them but this is very good. The other thing, I'll say is that I wish the Federal Government would get off the sentiment or whatever they got. One of these days, we're not going to get this aid. You have one opportunity has I see it, to remove the Chief, not replace him and contract it. It's a substantial savings and you're acting in my interest. I wish they would take the logic of the Federal Government and incorporate it like this rather than so many favors for everyone else. It's a tough thing, I know I'm a minority. I read your contract and this, and if it is what you say it is and they honor that, it's part of life, I see it every day in my business. I don't think you need a Chief of Police here and that's where the savings is. I don't know what his job is but we're such a small community. I have sentiment for the Department, they're good guys. I hope they honor the pledge and they can stay here.

**Anita Perkins, 1695 Glen Road** - I'm not only a resident, I'm a teacher here at Newport Elementary and it is so neat to see the Officers come into our school and talk with the children and the children are all "look it's the policeman." This is something we need in our community. The children love them, they know them. Please, think about it, for the kids. We need our local police.

**Glenn Shaver, 833 High Street** - I've lived in this community for 53 years. My dad was a reserve policeman. You guys are making a huge mistake by getting rid of the police force. I think you need to have a vote from the whole community on what you're going forward with because this is a big mistake. I've only had one item stolen from me, a trailer, and I got it back and the insurance company was surprised because I had the police help me. I've never had anything stolen from my house. You guys got to think this out. You have one to one contact, you won't have that anymore. You need to think about this.

**Karen, 891 High St** - I fill my bosses cars with gas and it's only a penny or two higher than Cottage Grove.

**John Schmidt, 480 2nd Avenue** - I'm here to support the Police Department. You keep saying that you want to balance the budget but you keep buying properties and turning them into parks and now you're trying to develop properties. That's not where our money should be spent, it should be spent to keep our Police Department. Thank you.

**Bruce Timm, 1206 Hastings Avenue** - I own MasterTech Auto. I think the cops are doing a great job in this town. Every time I've had to call them, they are there in five minutes. I've never had any issues with that. I think they really care about the community, which you're not going to get with Washington County. They're part of the community just like the residents here. I just wrote a pretty big check today for taxes and I'd like to keep the police here. Thank you.

**Marvin Taylor, 1247 2nd Avenue** - I came here tonight to listen. I think there are two good options. I've been swayed a little tonight but I'm not voting. My biggest concern is that this is an irreversible decision. Without a really strong conviction, I think we need to delay that decision until we're more confident and more cohesion comes to it.

**Luke VanHorn, 756 6th Avenue** - I just wanted to start off by saying that I do appreciate everyone's efforts on both sides here. I think everyone is looking at the best interest but I don't think this is the way to get it done. Every morning I wake up and look outside and see the officer's at the school and appreciate that. Also, I had a fire at my house a couple months ago and Officer Crist came up and addressed me by name and I just wanted to let you know that I really appreciate that community policing and that involvement and how much that meant to me. Also, to the Fire Department. I think there are better ways to do things. As far as the cost-savings and put a price on it, I don't care. I'm willing to go as high as I need to to keep them.

**Pamela Boughton, 1006 Catherine Drive** - One of the things I'd like to say before you get rid of the Police Department is to think about the safety that is provided. I work here and have had to call the Police for having a box cutter pulled on one my employees and being pistol-whipped. As a single mom, they have been the ones to respond to my domestic abuse calls. They have protected me on restraining orders. Before you get rid of them, think about the safety they are providing for young families.

**Clarence Branum, 1680 Woodbury Road** - I've been here for 36 years. My question and concern is the cost per capita. Why are we the second highest of 31 cities? Shouldn't we be talking with these other cities and find out how they keep the price down? If you do outsource the Police Department, and this is something that's been around. We discussed this 25 years ago with Chief Sawyer, he had a plan to merge with St. Paul Park. We would have gotten rid of one chief and one supervisor and would have saved a lot of money. Apparently, that's not feasible now. If you do outsource, why are you planning on 6-7 employees, there's 168 hours per week, that's 4.2 officers. If you're going to outsource, do it right. If you're going to keep it, do it right. As far as investigators, I don't know what the legal requirement is but I've never seen anything investigated in this city. I've been robbed, my house has been robbed, held up at gun point, guns were stolen. We even held our own investigation and told them who did it and it went nowhere. I'm not really happy with the service. They do patrol, they go by my house at the same time every night. I guess I've been out of touch for 20 years now. I volunteered with the Planning Commission for 10 years. I tried to stay involved. I don't know why this hasn't been dealt with before. How did the price per capita get so out of hand. I read an article by Tracy that was trying to explain it by economics of scale, that doesn't hold water.

**Councilman Rahm** - That is not my article. The thing is it takes so much to do 24/7 police protection.

**Mr. Branum** - I apologize, I read the article and thought your name was affiliated with it. Whoever wrote the article, the argument doesn't hold water. Look at the size of the cities, if that were true, the smallest cities would have the highest cost per capita. Cities that have \$27 cost per capita, so many of them have \$57, how do they get there?

**Mayor Geraghty** - It's based on the level of service. Some of them only have one shift covered. We're asking for 24/7 cost.

**Mr. Branum** - 24/7 is 168 hours, that's 4.2 hours. They should be billing you for 168 hours.

**Mayor Geraghty** - I want to thank everyone for coming and being civil. I appreciate the input. We're not going to make any decisions tonight and I'm not sure if we'll bring it back the first meeting in November. We'll see where it goes.

## **10. ATTORNEY'S REPORT -**

### **A. Stipulation of Settlement Between David Quade and the City of Newport**

Attorney Knaak presented on this item as outlined in the October 15, 2015 City Council packet. Attorney Knaak spoke with Supt. Hanson and he had concerns with paragraph 4 related to the easements for the water main. Supt. Hanson requested to use general language for easements. The conversation with Mr. Quade has only been in regards to the water main loop. Attorney Knaak recommends that the City Council approve the stipulation as presented.

**Councilman Lund** - Did Bruce specifically mention sanitary and storm sewers?

**Attorney Knaak** - Yes, he was talking about that possibility and how sanitary would run down the south side of the city isn't clear. Bruce wanted it to be more general.

**Councilman Lund** - I thought we were talking about all three.

**Mayor Geraghty** - Me too.

**Admin. Hill** - I thought Bruce was saying that storm wasn't likely but sanitary was. Last time I talked, he was thinking we could get a variance to put them closer.

**Mayor Geraghty** - Our discussions were getting something wide enough for both of them. The intent was the utility easement.

**Councilman Lund** - I don't want to sign off on it unless Bruce says it's good.

**Councilman Ingemann** - We're talking about 30 feet right?

**Attorney Knaak** - No, 15, that provided for access.

**Councilman Lund** - Unless I hear from Bruce about sanitary, I don't want to sign off on it. I thought that was a part of the discussion.

**Attorney Knaak** - Mr. Nesvig is here, if we were to simply say "utility easements" would that work?

**Mr. Nesvig** - I don't have authority to change the language on what is presented. I do have trouble from figuring out from what is said, the depth is down 20 feet and I'm not sure how you would have sewer at that point. Trial is Monday, hopefully you'll accept your attorney's recommendation. We've modified the language to accommodate as best we can.

**Councilman Lund** - If we want to develop across the highway, we need to put in sewer and water. All the sewer, flows to St. Paul Park. We have to get it for that land and I don't know of any other route.

**Attorney Knaak** - If you need sewer, you're not precluded from getting sewer down that easement line. It grants you the water main, which has been the topic of discussion. Again, my recommendation is in the interest of getting something of value, is to accept this language.

**Mayor Geraghty** - In the event we need sewer, how would we get it?

**Attorney Knaak** - If you needed it and could run it down the same line, the amount you'd pay would be insignificant. You're talking about something that is hypothetical. The primary discussion was water.

**Councilman Rahm** - I thought it was water to put out fires.

**Councilman Lund** - I thought it was both.

**Mayor Geraghty** - I know when we talked with MnDot about getting something under the railroad, we talked about an encasement that would allow for water and sewer.

**Attorney Knaak** - I thought water and sewer, if you wanted it later, would be unlikely to get. This is your only opportunity to get any access under that railroad and you want as much easement as you can get. Keep in mind,

there hasn't been any engineering projected on this. The only thing that's certain is that you want to loop the water main.

**Councilman Lund** - I'll accept it with the amendment that we change all instances to water main to "underground water main and sanitary sewer line." I don't see how that would make a difference.

**Mayor Geraghty** - The other question, if it's litigated and we lose, can we still condemn?

**Attorney Knaak** - Yes.

**Mayor Geraghty** - Would we lose any leverage trying to get funds from the Department of Transportation?

**Attorney Knaak** - I would suggest, they don't even like some of this language. I expect the leverage you have is that they don't want you accessing it and want some type of agreement with St. Paul Park that would provide access to the south. They want that access closed off. Where your leverage comes is that if you want that closed, here's what we need. They offered their assistance.

**Councilman Lund** - If we accept it with our modifications, it doesn't have to come back to us?

**Mayor Geraghty** - Will you bring it to your client?

**Attorney Knaak** - He'll have to. My recommendation is this language.

**Councilman Lund** - I don't know why they wouldn't take that change, it's the same deal on their side.

**Mr. Nesvig** - I think what your attorney is telling you is that once you have the easement, in the event it comes necessary to have sewer, it's a lot easier task than having no easement and starting from scratch. You may never need it. There are other routes for the sewer. We need to have finality, this needs to be filed tomorrow.

**Councilman Lund** - I know it's not what the lawyers want but why not add what we want now. I'll make a motion to accept it and modifying all mentions of underground water main to include water main and sanitary sewer line.

**Attorney Knaak** - I would say "underground utility easement."

**Motion by Lund, seconded by Sumner, to approve the Stipulation of Settlement with an amendment to include "underground utilities" instead of "underground water main." With 5 Ayes, 0 Nays, the motion carried.**

**11. POLICE CHIEF'S REPORT** - Nothing to report.

**12. FIRE CHIEF'S REPORT** -

**Chief Wiley** - I would like to thank the Cloverleaf Bar and Grill for our meat raffle last month. Normally, we raise money for equipment. The meat raffle was on September 11th so all the money was donated to an organization called Go Heroes and they support the families of fallen firefighters. Northern Tier was kind enough to extend an invitation for one firefighter to go to Texas A & M, we'll be sending Firefighter Bailey. We really appreciate that.

**Councilman Sumner** - Are the families local?

**Chief Wiley** - It's national.

**Councilman Sumner** - How did the open house go?

**Chief Wiley** - It was extremely well attended.

**Councilman Sumner** - For the record, I have no intention of abolishing the Fire Department.

**13. ENGINEER'S REPORT** - Nothing to report.

**14. SUPERINTENDENT OF PUBLIC WORKS REPORT** - Nothing to report.

**15. NEW/OLD BUSINESS**

**Councilman Ingemann** - This was brought up to me by the Chief of St. Paul Park's Fire Department who lives on Cedar Lane. He sent an email asking why he wasn't included in the FEMA Grant. He's in the flood plain and pays flood insurance, so he should be a part of it. Can we address this? He feels he was singled out.

**Mayor Geraghty** - We need more details from Bruce. He's on the east side of Cedar Lane.

**Councilman Rahm** - He claims that if we took the levee down, he would be affected.

**Admin. Hill** - If I remember right, his front stoop is right at the level, and that's why it was never included. The Council decided the homes, I don't know why he wasn't included.

**Councilman Ingemann** - If you pay flood insurance, you should be included.

**Mayor Geraghty** - There are a lot of homes then. I think one of the reasons was that it wasn't adjacent.

**Councilman Ingemann** - I just want someone to look at it.

**Councilman Rahm** - Are we planning on having a vote on this at the next meeting?

**Councilman Lund** - I would like to investigate a merger but that will take time. Now's the time to take our time and look at it. A merger is different than what Cottage Grove is offering now.

**Councilman Ingemann** - I think we need a workshop. This thing needs to be studied.

**Councilman Rahm** - What's our plan? I don't know how things get on the agenda and I've asked that multiple times.

**Mayor Geraghty** - You can put whatever you want on the agenda.

**Councilman Lund** - Can we schedule a workshop before the next meeting? We could do it October 29th.

**Mayor Geraghty** - I'm open.

**Councilman Lund** - We won't be soliciting public comment but it will be open.

**Mayor Geraghty** - What's the earliest?

**Councilman Lund** - 5:30

**Councilman Rahm** - 5:30. How are you getting home?

**Councilman Lund** - I drive because the last bus to get back here is 6:15

**Mayor Geraghty** - It'll just be an open discussion on various options.

**Councilman Lund** - Craig Woolery sent me an example of study, I'll pass that on to staff who can send it out.

**Admin. Hill** - Woolery and a couple officers met with us a couple days ago and that was mentioned. A study could take 3 - 4 months.

**Councilman Sumner** - What would they look at it?

**Mayor Geraghty** - A broad variety of options, contract, merge, tri-city.

**Admin. Hill** - Why did the last deal fail?

**Mayor Geraghty** - Someone in the Park didn't want it.

**Councilman Rahm** - Wasn't that to merge both cities?

**Mayor Geraghty** - No.

**Councilman Rahm** - I heard there was a proposed merger between the cities at one time.

## 16. ADJOURNMENT

**Motion by Ingemann, seconded by Geraghty, to adjourn the regular Council Meeting at 8:25 P.M. With 5Ayes, 0 Nays, the motion carried.**

Signed: \_\_\_\_\_  
Tim Geraghty, Mayor

Respectfully Submitted,

Renee Eisenbeisz  
Executive Analyst

# City of Newport



## Consideration for contracted police service

October 15, 2015

# History of Process

The Newport Police Department had been down an officer due to an officer resigning in August 2015.

On August 20, 2015, the Chief of Police of Newport resigned.

Within days, a City of Newport officer took a job with another municipality.

# Present Situation

The City of Newport has 5 officers, including one officer finishing training October 15.

The Chief of Police's last day was September 30, 2015.

To remain a legal department and avoid excess strain on the current officers, the City contracted with Washington County to provide a chief law enforcement officer (CLEO), investigation services, and patrol and support staff through December 31, 2015.

A request for cost estimates went out to Washington County, Cottage Grove, and Saint Paul Park.

# Goals Prior to Asking for Cost Estimates

- Continue with the same 24/7 policing service.
- For all current Newport officers to retain their full-time positions.
- For all current Newport officers to retain seniority and stay in Newport.
- Provide citizens of Newport with a decrease in City property taxes.
- If possible, to provide increased service.

# If the Police Remained part of the City's Functions

- For six years, the City has not had a sergeant.
- All cities providing their own policing service in Washington County have a sergeant.
- Most likely, a new Chief of Police will request to hire a sergeant.
- To reinstate the former sergeant position that was eliminated 6 years ago will require a \$95,000-\$105,000 increase to the city budget which could require an increase in city property taxes.
- Sergeants at Cottage Grove and Washington County make more than our past Police Chief.

# 2016 Newport Police Budget

2016 General Police Budget	\$869,290
2016 Equipment Budget	\$51,000
2016 Police Vehicle Insurance	\$4,476
<u>Total Costs</u>	<u>\$924,766</u>

Subtract

State-Aid	\$55,829
PERA Increase Aid	\$3,267
State Training Aid	\$2,304
<u>Total Aid</u>	<u>\$61,400</u>

**TOTAL COST Minus Aid            \$863,366**

(This budget does not include cost for a sergeant)

# Washington County's Proposal

- Washington County will provide guaranteed full-time employment for all Newport officers without needing to apply to the County.
- Officers will retain vacation and sick time, degree of seniority will be negotiated.
- Officers remain in Newport unless they request a new assignment.
- Washington County provides policing service to 21 of 31 cities and towns within the county.
- Will save Newport citizens more in City tax dollars with the same 24/7 service.
- Washington County analyzed Newport's call volume and will provide power shifts (2 officers) during high call volume.

# Wash. County's Proposal Cont.

- Washington County will provide night and weekend supervision, which the City does not have now.
- There will need to be some negotiation for newer Newport officer's pay.
- The officers will become employees of the County thus receive County benefits.
- The contract is subject to increase based on labor contracts and other costs associated to service delivery. (i.e. fuel)
- The proposed contract reflects a credit for vehicles & equipment over a 3-year period and will not be reflected after the first 3 years.
- Contract includes: employee costs related to police services, investigations, 24/7 supervision, code enforcement, IT support.

# Cottage Grove's Proposal

- Cottage Grove will provide guaranteed full-time employment for all Newport officers without needing to apply.
- Officers will have limited seniority.
- Will save Newport citizens tax dollars with the same 24/7 service.
- Cottage Grove will provide night and weekend supervision, which the city does not have now.
- The officers will become employees of the Cottage Grove thus receive Cottage Grove benefits.
- The contract is subject to increase based on labor contracts and other costs associated to service delivery. (i.e. fuel)

# Cottage Grove's Proposal Cont.

- The proposed contract reflects a credit for vehicles and equipment over a 3-year period and will not be reflected after the first 3 years.
- Contract includes: employee costs related to police services, investigations, 24/7 supervision, code enforcement, IT support.

# Potential Savings on County Assessed 2016 Home Values

Including the county assumption that county assessed home values will increase 4.7% for 2016.

County Ass. 2016 Value	Wash. Co. Saving Off Increased 2016 Value (\$150,000 decrease)	Cot. Grove Savings Off Increased 2016 Value (\$42,000 decrease)
\$100,000 (2015 value \$94,300)	\$34.47/year	\$9.65/year
\$150,000 (2015 value \$141,400)	\$60.63/year	\$16.98/year
\$250,000 (2015 value \$235,600)	\$112.94/year	\$31.62/year
\$400,000 (2015 value \$377,000)	\$191.43/year	\$53.60/year

# Comparison of Proposals

	Newport	Wash. Co.	Cot. Grove
Cost (minus state aid)	\$863,366	\$686,303.32 (reflects \$26,667 savings first 3 years for current vehicles)	\$794,322.24 (reflects \$27,000 savings first 3 years for current vehicles)
Employment	The city would need to hire a Chief and potentially a sergeant.	All 5 current officers would become Wash. Co. employees.	All 5 current officers would become Cottage Grove employees
24/7 Policing in Newport	Yes	Yes	Yes
Tax savings	N/A	6.2% (\$150,000)	1.7% (\$42,000)
Night supervision	No	Yes	Yes
On-site supervision	Yes	Yes	No
Officer location	Newport City Hall	Newport City Hall	Newport City Hall
Savings years 1-3	None	\$177,063 per year	\$69,044 per year
Savings year 4 & after	None	\$150,396 per year	\$42,044 per year
# of Officers	7 maybe 8, 1 chief, 1 invest., 5 officers & potentially a sergeant.	6, 1 sergeant & 5 officers. Includes investigation.	6, 1 sergeant & 5 officers. Includes investigation.

# Commonly Asked Questions

- 1) Will the City of Newport have an officer in Newport 24 hours/7 days a week? **Yes, the officers will be housed at Newport City Hall and patrol Newport 24/7.**
- 2) Will the current Newport officers have full-time jobs without a probation? **Yes, except for our new officer that is currently in a probationary period.**
- 3) Will calling in for an officer remain the same? **Yes, citizens can continue to call City Hall, 9-1-1, or non-emergency dispatch.**
- 4) Will the same officers be patrolling Newport? **Yes, unless the officer requests another department/area.**
- 5) Will crime go up? **No, we will have the same officers policing 24/7.**
- 6) Would the City continue to receive fines & forfeiture revenue from the county? **Yes.**

# Commonly Asked Questions

- 7) Will the contract charges go up with cost increases?  
Yes, as Newport Police Department's budget has gone up on average 3.59 % over the last 4 audited years.
- 8) Will the contract costs go up with an increased call load?  
No, the contracts are based on true costs as they are associated to the level of service requested by the City.
- 9) Will the contracted service respond to all calls for service? Yes, the contracts are for all services.
- 10) Will the vehicles remain the same? No, the logo would say Washington County Sheriff with Proudly Serving Newport or City of Cottage Grove/Newport.
- 11) Does the city still receive state aid? Yes, the city will still receive state aid in the form of a credit in the service contract.

# Other Considerations

- The city would need to give 180-days notice to cancel Washington County's contract and 2-years notice to cancel Cottage Grove's contract.
- City of Newport's average budget increases for the Police Department for the last 4 audited years is 3.59%.
- Washington County's average budget increases for police services without changes in services over the last 4 years is 2.54 %.
- Cottage Grove's average budget increases for the Police Department are 3.5% to 3.75% over the last 3-5 years.
- Common practice for the City of Newport to contract services with other agencies: Building Inspection and Review, Water Main Break Repairs, City Planning, etc.

# Governmental Funds Expenditures per Capita

## State-Wide

## City of Newport

Year Population	2013 2,000-2,500	2013 2,500-10,000	2013 10,000-20,000	2012 3,460	2013 3,479	2014 3,479
General govt	175	129	100	<b>252</b>	<b>194</b>	<b>180</b>
Public safety	257	244	235	<b>279</b>	<b>280</b>	<b>292</b>
Street & light	132	123	121	<b>145</b>	<b>115</b>	<b>114</b>
Parks & rec.	102	83	99	<b>78</b>	<b>111</b>	<b>97</b>
All Other	105	66	73		<b>37</b>	<b>114</b>
	<u>\$771</u>	<u>\$645</u>	<u>\$628</u>	<b><u>\$754</u></b>	<b><u>\$738</u></b>	<b><u>\$796</u></b>

All numbers above per 2014 Newport Audited Financial Statements

Oct. 13-2015

City of Newport  
City Council

We would like a change in the policy of service with the police department.

Washington City. would be a better professional service, not out to make friends with people. they are here to service us.

The power in the town is getting to be a little sickening.

To many calls answer that are unnecessary, money wasted.

Brenda and Barry Parrist  
335 10th St.  
Newport Wv 25905  
612-458-4064

## Renee Eisenbeisz

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**From:** tingemann@comcast.net  
**Sent:** Wednesday, October 14, 2015 10:47 PM  
**To:** Renee Eisenbeisz  
**Subject:** Fwd: Police Department

Please make this part of the public record at tomorrows meeting

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**From:** "Nancy and Sue" <[tctory@comcast.net](mailto:tctory@comcast.net)>  
**To:** "tingemann" <[tingemann@comcast.net](mailto:tingemann@comcast.net)>  
**Sent:** Wednesday, October 14, 2015 4:12:29 PM  
**Subject:** Police Department

Dear Councilman Ingemann,

We are writing to express our opposition to the outsourcing of the Newport police department to the Washington County Sheriff's department.

We have not heard any benefits discussed that indicate an increase to the safety and security of the town. In light of that, the potential risks and perceived decrease in safety outweigh the \$100 per household savings.

Please keep our police force and local community presence in tact. We choose to live here in spite of paying high taxes because they provide the services that we expect. Not having basic services is not a trade off we are willing to make. We urge you to vote no to outsourcing the police department.

Thank you,  
Nancy Desmond and Susan Albrecht  
1520 Wild Ridge Trail  
Newport, MN 55055  
651-459-7270  
[tctory@comcast.net](mailto:tctory@comcast.net)

**Renee Eisenbeisz**

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**From:** SAND BAGGER [sandbagger8251@gmail.com]  
**Sent:** Thursday, October 15, 2015 8:37 AM  
**To:** Renee Eisenbeisz  
**Subject:** Newport Police Department Realignment with Washington County

October 15, 2015

To: Newport City Council

Re:

October 15, 2015

To: Newport City Council

Re: Newport Police Department Realignment

The very idea that this subject is up for debate is indicative that emotions versus clear heads has set forth opposing reaction to a financially responsible initiative. Newport City Council must vote **YES** to outsourcing the police department staff and operations to the Washington County Sheriff. No Newport Police Department staff has been reported to be in jeopardy of their jobs, the city of Newport will continue to have not only the same level of police enforcement but in addition will have access to the sophistication and depth of the Washington County Sheriff and best of all, Newport saves \$200,000.

This initiative is obviously misunderstood by those that oppose it and this happens sometimes with public policy yet calm, rational and financially responsible decisions must prevail as it is in the best interests of the taxpayers and all residents of the City of Newport.

Sincerely,

A Newport Tax Payer and Resident

October 15, 2015

Mayor Tim Geraghty and Newport City Council Members

Change, change, change. There is so much change today it seems like change is the only constant. Part of our human nature is to be comfortable with what we know, and resist change, but without change there is no progress. Without change humans never would have progressed from walking, to boating, to riding a horse, to the horse and buggy, to the automobile, to the airplane, and to the rocket. Change is difficult, but very important to progress.

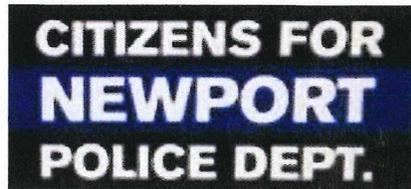
With the retirement of our Chief of Police we are faced with an opportunity for change and progress. We know that we can save a significant amount of money for the City of Newport and its taxpayers with the change options on the table. With assurance that we can have consistent quality of service, we should embrace one of the change options.

I urge you to take a look at the opportunities for change and come up with an option that provides more economical police service without sacrificing quality. As I said change is difficult, but change is good.

Sincerely,

A handwritten signature in black ink, appearing to read "Gordon Bailey". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Gordon Bailey  
1033 Century Avenue  
Newport, Minnesota 55055



**To: Newport City Council**

**From: Citizens of Newport**

Newport's Mayor announced at the last city council meeting that he wants to contract all of the police service for the city through Washington County.

This petition is to keep our local officers local.

Newport, like all cities, has had its fair share of emergencies.

Our officers are first responders for medical emergencies, fire and of course crime suppression.

Our officers know our streets, our names and how to interact with people day in and day out.

They support our city in its best and worst times.

Now it's time for Newport citizens to speak up and save the department.

This petition will be delivered to the city council on Thursday Oct 15<sup>th</sup>, 2015.

# Citizens for Newport Police

Name	Address	Phone
1 Kosal Pen	2000 2nd Ave Newport MN 55055	651 666 5989
2 James Rubin	1953 3rd Ave Newport MN	651 808 0334
3 Jamie Ihrke	1834 3rd Ave Newport MN	651 210-2919
4 Chris Young	1856 3rd Ave Newport	651-955-2036
5 Terence Rhond	1790 2nd Ave Newport MN	651-459 7601
6 Auis Wiltermuth	1826 2nd Ave Newport MN	651-459-2304
7 Joe Braun	1889 2nd Ave Newport MN	651-485-1327
8 Lana Solom	1991 1st Ave Newport MN	651-340-6894
9 Leticia Oliver	1761 1st Ave Newport MN	651 458 0718
10 Jason Kell	1622 3rd Ave Newport MN	612-868-8451
11 Alicia Townsend	1102 2nd Ave " "	651-354-8597
12 Ken Zaron	490 5th Ave Newport	651-395-0645
13 Kaden Kamp	50 Saint Paul	612-220-1528
14 MITZI LEIMBEK	603 7th Ave Newport	651-459-7803
15 FRED LEIMBEK	603 7th Ave Newport	651-459-7803
16 Mary Ann Newman & Ed	1620 Wild Ridge Ct S	459-6661
17 Kathy Aguilar-Dominguez	1550 Wild Ridge Ct N	459-7181
18 Amber Sarosh	730 7th Ave Newport	612-808-9127
19 Mike Wilson	2704 Hastings Ave Newport	651-776-6978
20 Cody Affolter	1911 3rd Ave Newport	651-434-8329
21 Sabrina Pike	549-12th St, Newport	651-459-2165
22 Dan Pike	154 16th St Newport	651-459-8104
23 Kristen Linn	1105 Mark Ct Apt 2B Newport	651-343-1678
24 Nancy Schmidt	480 2nd Avenue Newport	651-208-3198
25 DENNIS MITCHELL	925 ELLEN CT NEWPORT	651-459-8121
26 TAMARA MITCHELL	925 ELLEN CT NEWPORT	651-459-8121
27 Amanda Gruchow	1890 10th Ave Newport	651-208-3570
28 <del>David</del> Dawn Hernandez	1532 3rd Ave Newport	651-283-7719
29 Rick Hernandez	1532 3rd Ave Newport	651-724-2328
30 Cindy Hamill	1566 11th Ave Newport	651-459-1110
T. L. Carlson	1121 2nd Ave Newport	651 274 7124

# Citizens for Newport Police

Name	Address	Phone
1 Marjorie Buesberry	1585 10th Ave	651-468-9557
2 Barbara Schmitzer	1573 10th Ave	651-768-7001
3 Tom Smith	1573 10TH AVE	651-768-7001
4 Sr. M. [unclear]	1499 10th Ave	651-270-2125
5 Amanda Moody	1499 10th Ave	651-786-9272
6 Christine [unclear]	1483 10th Avenue	612-669-3285
7 [unclear]	1445 10th AVE	651-271-9188
8 Kathy Dymal	1431 10th Ave	651-280-7577
9 Amanda Swenson	1315 10th Ave	651-755-7700
10 M. Stepan	1315 10th Ave	612-685-6053
11 [unclear]	1250 10th Ave	651-267-5227
12 Louis D. Richards	986 12th St.	651-768-7218
13 Elizabeth (Liz) Richards	986-12th St	651-768-7218
14 David Lorentz	806 High St	651-442-3174
15 Diane Marland	793 21st St	651-459-4115
16 MARIE MAILLARD	"	"
17 TOM BARTL	901-17th St	651-459-6919
18 Sherril DeRusha	1645 2nd Ave	651-458-1989
19 Kim Flood	1660 3rd Ave	651-485-7842
20 Neil Wyckgram	1660 3rd Ave	651-493-2834
21 Jean C. [unclear]	1430 11th Ave	651-458-1156
22 CRAIG AND PAULA RICE	512 2nd Ave	612-559-6483
23 TOM AGUIAR. DOWNING	1556 WILD RIDGE CT N	651-459-7181
24 ROBERT ERICKSON	1017 4th AVE	651-329-3410
25 Jenny Amacher	806 High St	763-400-0706
26 Johanna Bromer	881- 9th Ave. Newport	651-489-1817
27 John Rae	1673 Cedar Lane Newport	651-458-3151
28 Torrance Hunter	1673 Cedar Lane Newport	651-458-3131
29 Beverly LaClaw	1551 Cedar Lane Newport	651-458-0327
30 Carl LaClaw	1551 CEDAR LANE Newport	651-458-0327

	NAME	ADDRESS	PHONE
1	Sheree Young	1740 3rd Ave.	612-578-8115
2	Teresa F. Kn	165 15th St	952-381-4712
3	RIC WELLS	1665 10TH AVE	651-458-4196
4	CASSIE WELLS	1665 10TH AVE	651-458-4196
5	PAAT Ostrykowski	168 E 3rd Ave	651-370-7623
6	Jim Flanders	191 16th St	651-459-2836
7	Laura Flanders	191 16th St	651-459-2836
8	Amanda Armon	191 16th St	651-459-2836
9	E VANG	915 TERRACE RD	651-303-3537
10	Janice Kohr	11230 Wild Ridge Ct. S.	651-458-3791
11	Angelia Zarich	490 5th Ave.	651-293-3048
12	Bruce Timm	MasterTech Auto	651-459-5040
13	Kelly Juebes	1814 3rd Ave	651-983-7465
14	SUE PETERSON	694-6th AVE	651-459-9774
15	Armin Kilber	1030 Glen Rd	651-308-2226
16	Blanca Matias	661 5th St	651-895-5791
17	James Peetboom	665 4th Ave	651-329-6289
18	Phil Franke	627 6th AVE	651-278-6454
19	Kathy Ernst	665 4th AVE	651-329-8239
20	Sanne Lopez	661 5th St	651-895-5850
21	Dustin Lindsey	7601 E. Point. Cottage Cove	651-210-5483
22	Jordan Monjeau	1430 Summit	651-235-6100

# Citizens for Newport Police

Name	Address	Phone
1 Daniel Wojcik	1560 10 <sup>th</sup> Ave	651-503-2929
2 Alicia Arnott	1540 10 <sup>th</sup> Ave	612-203-3812
3 Stephanie Mattock	1490 Tenth Ave	651-459-6678
4 Angela Stawek	850 17 <sup>th</sup> St	651-459-7945
5 Kayla Stawek	850 17 <sup>th</sup> St.	651-459-7945
6 Donya Mahmood	822 High St	601 206 2952
7 <del>Sam Gunn</del>	1020 BAILEY	(651)-270-6844
8 Robert Crawford	1007 Bailey	651-459-1046
9 Everett Acker	615 4th St	651-470-3361
10 TIM HUGLEY	748 21 <sup>st</sup> ST	459 2938
11 Lee Bildenback	1624 10 <sup>th</sup> Ave. #12	458-6880
12 Emily White	870 17th St	459-3066
13 Gina Dueffert	1579 2nd Ave	458-4411
14 <del>MARK DUEFFERT</del>	1579 2 <sup>nd</sup> A.	458-4411
15 Katy McElwee-Stevens	1590 11th Ave	459-5411
16 Rick Stevens	" " "	" "
17 Judy Bibegu	945 Ellen Ct	(651) 274-7164
18 Brittany Hernandez	1532 3 <sup>rd</sup> Ave	651-247-0900
19 Ricky Hernandez	1532 3 <sup>rd</sup> Ave.	651-247-0871
20 Robin Ramberg	1045 Bailey Rd	651-459-8246
21 R D. Reese	1440 12th Ave	651-245-8245
22 <del>Olly John</del>	1275 2nd Ave	612-747-9001
23 PECK HERNANDEZ	1532 3 <sup>RD</sup> AVE	651-253-7719
24 STEVE MONETTIE	475 2nd Ave	612-859-3653
25 Anette Keller	1444 2nd Ave	612 727 9688
26 Dan Keller	"	651-775-4014
27 Matthias Gudina	1525 Bluestem Lane	651-890-7389
28 KEVIN SWEINSON	516 6th St	651 4929480
29 TARA COCKRIEL	516 6th St	651 428 5613
30 TIM FINLEY	1188 4th Ave	952913-1477

- 1 KEVIN CHAPPELAINÉ 601 2nd Ave 651-458-3422
- 2 Wendy AppleYance 601 2nd Ave 651-458-3422
- 3 Julie Olson 1360 12th Ave 651-492-5027
- 4 BEV MORELAND 8679 GREYSTONE 651-769-2167
- 5 Shelly Blechinger 345 12th st 651-735-6000
- 6 Ric Blechinger 345 12th st 651-890-6333
- 7 Deanna Franke 627 6th AVE 651-307-1437
- 8 Tadesse WUBOSE 1535 Blue stem lane  
Newport 651,666-5028
- 9 Tekea Teame
- 10 Dhaval Bhakta 1700 HASTINGS AVE 651-459-9896
- 11 OSCAR PEREZ 615 8th st. 651-276-5624
- 12 Sheila Langhton 350 9th st 651-338-6201
- 13 Anita Perkins 1695 Glen Road 651-459-9901
- 14 Gloria Acker 615 4th st 612-849-4389
- 15 Paula Zanich 4905th Ave 651-285-2007
- 16 Rick Diaz 498 3rd ave 651 315 0938
- 17 Erik HANSEN 455 6th st. 612 406 9540
- 18, Robert Clifford 1679 3rd Ave. 651-493-9621
19. Bonnie Saul 301-10th st. 651-459-5259

# Citizens for Newport Police

Name	Address	Phone
1 Joshua Schorw	1650 10 <sup>th</sup> Ave #1 Newport	651-788-0809
2 Glenda Schultz	2079 Barry Dr. Newport	612 385 0344
3 Beverly Lee	809 21st Newport	651-459-6340
4 Billy Vang	915 Terrace Rd	651-716-5028
5 Nathan Stremick	1003 Terrace Rd Newport	612-240-6536
6 Ronn Ok	1702 10 <sup>th</sup> Ave Newport	651-322-0228
7 Josh Grochow	1890 10th Ave Newport	651 428 0102
8 Lynn Murray	1130 Mark Ct.	651 459-6253
9 Sharon Murray	1130 Mark Ct.	651 459-6253
10 Syreeds Harrison	1140 Mark Ct.	651 768 0067
11 Florence Bennett	1895-10 <sup>th</sup> Ave	651 459 3751
12 Bc Whit	1853 10 <sup>th</sup> Ave	651-459-7101
13 Jenney Habbeno	1835 10 <sup>th</sup> Ave	651 769 0631
14 Scott Stamms	1950 8th Avenue	651 983-2507
15 SPOTT HOWARD	2070 8th Ave	651-260-0184
16 Larry M. Costigan	2190 8th Ave	651-459-3439
17 Michelle Parrish	780 21st Ave	651-201-1258
18 Tonya Heller	786 21st Ave	612-401-8553
19 Karen Jelinek	786 21st Ave.	612-401-8550
20 Dan Herrick	780 21st St	651-307-2688
21 Kathleen B. Herrick	780 21st St	651-633-9203
22 Rob Perkins	760 21st	651-459-2889
23 Scott Fisher	812 17th St.	651-233-8425
24 Matthew J. Kemp	228 9th Ave So.	(612) 220-1526
25 Douglas E. Shelsted	1583 11th Ave Newport - 97175-5505	612 810-9129
26 TOM LEEK	311 7th Ave	651-399-8938
27 Cheryl Lang	515 Century	651-528-7562
28 Tom Stewart	" "	" " "
29 DORRINE HERN	227 3rd Ave	651-458-1749
30 Jose Rangel	1651 10th Ave	651 757-5859

# Citizens for Newport Police

Name	Address	Phone
1 Bobbie Fisher	1701 8th Ave	651-459-4962
2 Kathy Fisher	812 17th St	651-458-3597
3 Tom & Mo [unclear]	910 17th St	651-459-4718
4 Sue Braithwaite	910 - 17th St.	651-702-5414
5 Debra & Wilson	784 18th St	651-458-8891
6 Michelle Salazar	875 18th St	651-253-3553
7 Kandy Hopkins	1830 Barry Drive	612-600-4045
8 Jeni Hop King	1830 Barry Drive	651-336-0007
9 Gurney Fisher	812 17th St	1051-458-3597
10 Stephanie Berg	1970 Barry Dr.	651-459-2046
11 Patti Narusiewicz	1990 Barry Drive	651-459-4503
12 James H.	2080 Barry Drive	651-785-7148
13 Aral Kaurin	930 Ellen Ct	612-481-6588
14 [unclear]	950 Ellen Court	651-493-0980
15 [unclear]	970 Ellen Court	1018-237-8518
16 [unclear]	1815 10th Ave	651-769-0828
17 [unclear]	1020 18th St	
18 Jan Baranowski	1970 8th Ave	651-324-2346
19 [unclear]	1990 6th Ave	651-263-0097
20 Chris V. Fulp	2080 8th Ave	
21 [unclear]	790 Ford Rd	1051-458-3044
22 Tom Richard	790 Ford Rd	651-458-3044
23 Tom Malkowski	802 HIGH ST	651-226-2928
24 Jack Fisher	<del>851-276-3451</del> 812 12th St.	651-276-3451
25 Amy Graybeck	1275 Koller Ct	612-961-5995
26 Michael Chumbarin	1275 Koller Ct	651-308-1019
27 [unclear]	1430 - 11th Ave	651-458-1156
28 [unclear]	525 Century Ave	651-459-6634
29 Robert Bay	1695 4th Ave	651-459-6620
30 Steve Schestler	97 16th St.	651-960-5130

# Citizens for Newport Police

Name	Address	Phone
1 Lynn Ann Doyne	1990 2nd Ave Newport	651-458-9058
2 Jerry Gagne	1975 3rd Ave Newport	651-459-5796
3 Laura Rand	1999 3rd Ave Newport	918-951-8320
4 Rich Ann	1955 3rd Ave Newport	612-508-1407
5 Jay Buctow	1777 3rd Ave Newport	651-458-5610
6 Bruce Buctow	1777 3rd Ave Newport	651-458-5610
7 Julia Walsh	1777 3rd Ave Newport	651-272-7782
8 Ann Smith	1723 2nd Ave Newport	612-414-6475
9 Robert White Jr.	1745 2nd Ave Newport	651-263-7103
10 Samantha White	1745 2nd Ave Newport	651-274-2569
11 John W. Jacoby	1789 2nd Ave Newport	651-458-5967
12 Jon C. Jacobson	1799 10th Ave Newport	651-459-9271
13 Capt. Sandy Mochow	1809 2nd Ave Newport	651-459-5646
14 Luke Wilson	2055 1st Ave Newport	651-235-8804
15 Linda Littley (Brian)	1872 1st Ave Newport	651-459-4561
16 James Jackson	1743 1st Ave Newport	612-607-9079
17 <del>John</del>	1711 2nd Ave Newport	651-207-7118
18 Haylie Mernery	1711 2nd Ave Newport	651-829-0870
19 Roxana Wright	1711 SWA Ave Newport	
20 Robert Wright	1711 2nd Ave Newport	651-302-2991
21 <del>John</del>	1660 3rd Ave Newport	651-475-5280
22 <del>John</del>	1628 3rd Ave Newport	651-459-6022
23 Dale Gaspar	1616 3rd Ave Newport	651-246-2997
24 Benhy Euzich	1594 2nd Ave Newport	218-591-6355
25 Rich Euzich	1594 2nd Ave Newport	218-355-1599
26 <del>John</del>	1640 2nd Ave Newport	651-459-2907
27 Heather Seery	1668 2nd Ave Newport	651-235-7164
28 Jacob Schultz	1668 2nd Ave Newport	651-408-0804
29 Kristy Seery	1668 2nd Ave Newport	651-325-3114
30 Mark Bluman	1682 2nd Ave Newport	651-458-3986

# Citizens for Newport Police

Name	Address	Phone
1 Ron Richards	1702 8 <sup>th</sup> Ave	651 621 3788
2 Chris Ballweber	1717 8th Ave	651-528-0276
3 Matt Ballweber	1719 8th Ave	651-332-6515
4 Devin Brittle	1719 8th Ave	651-276-9954
5 David P Stanek	850 17 <sup>th</sup> Street	651-459-7945
6 Jenny Stanek	850 17 <sup>th</sup> St.	651-459-7945
7 Lorraine Kwoicka	864 High St	451 458 0881
8 Kim Lindstrom	745 High St 142	651 428-8701
9 Dave North	1644 Hastings	651 409-9883
10 Tim Jones	1660 10th ave Newport	651-336-4893
11 Celeste Hellerman	1710 Hastings Ave	651-330-9128
12 Abby Hart	1710 Hastings Ave	651-330-9128
13 Pat Horn	1732 Hastings Ave	651-328-1252
14 Sam Mahmood	1732 Hastings Ave	651-285-3141
15 Nick Rowe	<del>1600</del> Ch. 1732 Hastings ave	651-276-4443
16 Lee Rowe	1732 Hastings Ave	651-207-9499
17 Don Munter	1732 Hastings Ave	651-328-1879
18 Felicia Serrano	1881 Hastings Ave	612-860-9623
19 Jacquie Lindstrom	1930 8th Ave	763-639-9658
20 Joan Gonnella	1850 8th Ave	651-459-1904
21 [Signature]	1870 8th Ave	651-702-8966
22 Richard Pal	7651 8th St.	651-786-9609
23 Nicole Bousler	760 18th St. Newport	62-578-8549
24 Chris Ulec	880 16 <sup>th</sup> St Newport	651 458 9205
25 Brenda Sullivan-Wagners	1829 Barry Dr. Newport	
26 Sandi Moore	1849 Barry Dr Newport	651-459-4935
27 Greg Schorn	1989 Barry Drive Newport	651-247-4182
28 Joan Schorn	1989 Barry Drive Newport	(C) 651-247-0196
29 Cotton Schorn	1989 Barry Drive Newport	651-2017-5084
30 Danielle Schorn	1650 10th Ave Apt #7 Newport	651-788-0809

# Citizens for Newport Police

Name	Address	Phone
1 Angie Bromen	1907 2 <sup>nd</sup> Ave	651-523-0703
2 Rob Jovan	591 2 <sup>nd</sup> Ave	
3 Linda Mielke	475 2 <sup>ND</sup> AV	651-332-4947
4 Jh Mumm	337	618-325-1403
5 Deborah Miller	397-3 <sup>rd</sup> Ave	651-458-1822
6 Aaron Merris	295 3 <sup>rd</sup> Ave	651-458-8382
7 Wesley Erickson	310 3 <sup>rd</sup> Ave	651-428-6631
8 Barbara Dean	525 3 <sup>rd</sup> Ave	651-458-1192
9 Robert Herjandwig	590-3 <sup>rd</sup> Ave	651-459-2129
10 Don Douglas	651 2 <sup>nd</sup> ave.	651-458-9221
11 Tom Verhulst	655 4 <sup>th</sup> Ave.	651-785-6715
12 Eric Madsen	660 4 <sup>th</sup> Ave	651-208-0135
13 Monica Madsen	660 4 <sup>th</sup> Ave.	763-528-3236
14 Al Al Freby	406 6 <sup>th</sup> street	651-895-7458
15 Ariana Alfreby	406 6 <sup>th</sup> street	651-341-1788
16 Becky Kach	597 4 <sup>th</sup> Ave	765 717 3512
17 Jeff Davis	496 4 <sup>th</sup> Ave	651-380-6847
18 TINI BRADY	651. 983. DU 29	→ 837 Glen Terrace
19 DONALD BRADY	651 274-7883	651-380-6847
20 LAURA DAVIS	496 4 <sup>th</sup> ave	6
21 MARK ALBERTSON	497 4 <sup>th</sup> Ave	651-459-5377
22 Sonya Walsh	" "	651-459-5377
23 Jeff Blazek	460 4 <sup>th</sup> Ave	651-457-9842
24 Jean DeMay	401 4 <sup>th</sup> Ave	651 459-2170
25 Kathleen Buehler	398 4 <sup>th</sup> Ave	651 459 3629
26 Michael Buehler	278 4 <sup>th</sup> ave	651-783-6835
27 Fern Graffander	240 3 <sup>rd</sup> Ave	651-587-7972
28 Dan Graffander	" "	651-587-7972
29 Ruth Sawiers	288 4 <sup>th</sup> Ave	(651) 240-3607
30 Michael Sawiers	" "	(651) 786-9868

# Citizens for Newport Police

Name	Address	Phone
1 JOE CARSTEN	438 4th Ave	651-459-1326
2 Marla Barber	438 4th Av	"
3 Deborah Johnson	234 5th Ave	651-459-1609
4 James Johnson	234 5th Ave	" " "
5 Olmy Webb	246 5th Ave	651-724-8110
6 Christi Dick	500 3rd St.	651-330-7704
7 Kenneth O'Dell	500 3rd St	651-330-7704
8 RAGER MEWS	1610 10th Ave	459-7220
9		
10	495 6th Ave	
11 Michael Lion	1105 Mark Ct Apt 2-B	440-667-9957
12 Carol Robertshaw	1158 5th Ave	651-442-3467
13 Thomas Finnegan	639 6th Ave	651-235-1619
14 Aleksandra Finnegan	"	715-497-2748
15 Fred Reinick	603 7th Ave	651-459-7803
16 Jill Kraut	831 Glen Tr	651-247-8246
17 Kenneth Bushinger	1845 2nd Ave	651-459-1076
18 TOM EIMORE	1845 2nd Ave	651-459-1076
19 JOHN SPAULDING	1846 2nd Ave	651-459-8135
20 John Schmidt	480 2nd Ave	651-278-6107
21 Mark McKenzie	999 7th Ave	651-458-3452
22 Sonja Walsh	497 4th Ave	651-459-5377
23 Kelly Jarosz	570 4th St	651-458-9945
24 GENE SAUL	499 5th Ave	459-9468
25 Paul Hamill	1566 11th Ave	459-1916
26 Muriel Grindle	1566 11th Ave	459-1916
27 Henry Grindle	1566 11th Ave	459-1916
28 LYNN Koewler	1625 Wild Ridge Ct So	459-7610
29 Mike Koewler	" " " "	" "
30 BRENOA Hammer	1410 12th Ave	651-303-5031