

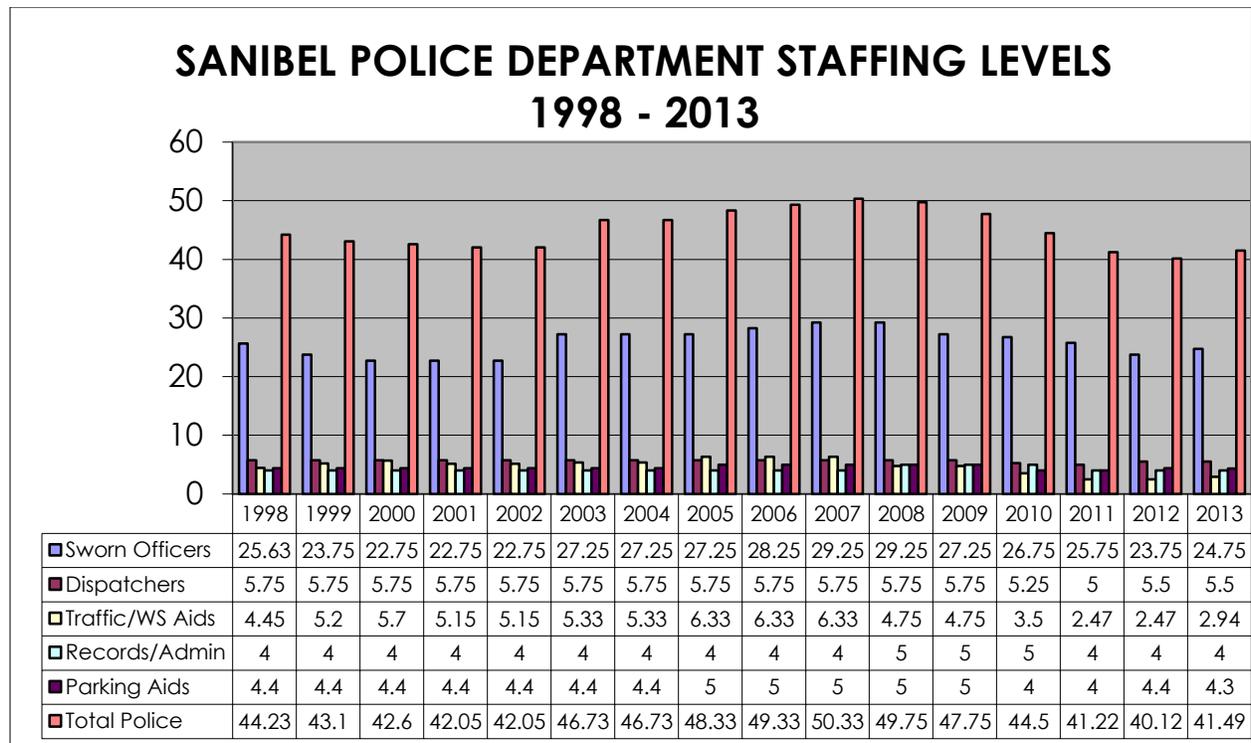
MEMORANDUM

July 24, 2012

TO: City Manager, Judie Zimomra
 FROM: Police Chief, William Tomlinson
 RE: Police Department Restructuring FY 2013

The purpose of this memorandum is to explain in detail the proposed Police Department restructuring included in the proposed fiscal year 2013 budget. The Police Department restructuring has been a multi-year process which began during fiscal year 2008 through force reduction by attrition.

PROPOSED FY 2013

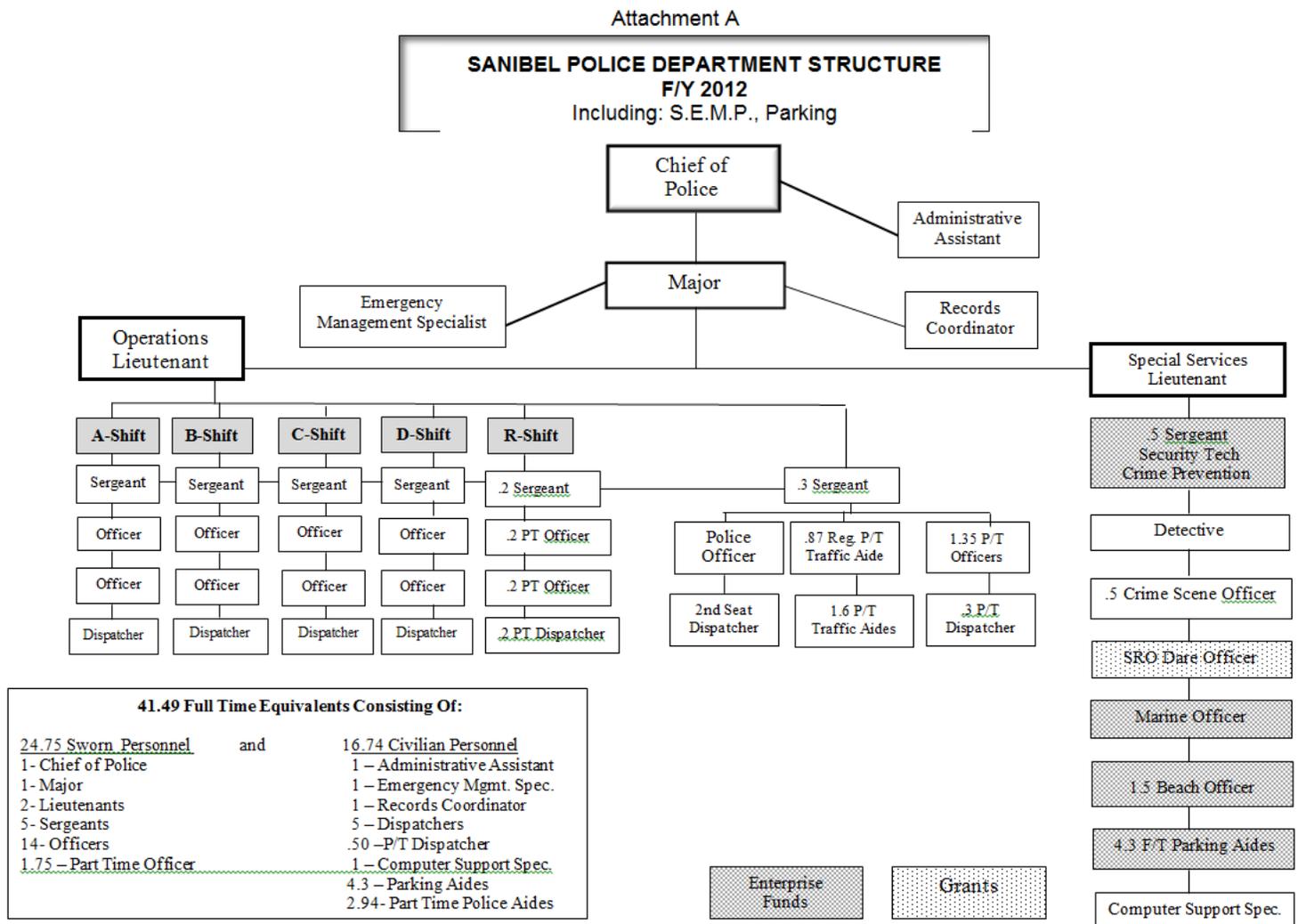


The Police Department staffing levels peaked in 2007 with a total of 50.33 Full Time Equivalent (FTE'S) employees. Since 2007, the Sanibel Police Department has been reduced by 18%. During this period of staff reduction, we have been able to maintain a safe community by enhancing technical advances. These enhancements were made through in-field computing that keeps officers on the streets and surveillance cameras that both deter crime and improve criminal investigations. The proposed FY

2013 Police Department staffing increase from the previous fiscal year is the acknowledgement that there is a need to improve security technology oversight due to technology enhancements and increased hours of traffic control due to higher traffic volumes over the past year.

The proposed Police Department structure and staffing provides functional span of control which maintains appropriate line supervision and Division management. This structure also clearly delineates a strong chain of command and oversight of 24 hour 7 day per week emergency response operation.

The restructuring of the police administration reinstates the Major position and



eliminates one Lieutenant position. Overall, the Police Department command staff has been reduced by one position from the historic level. The proposed staffing increase of one Sergeant provides the necessary road patrol supervision on the relief shift for vacations and also enhances security program oversight. The security program

primarily manages the security technology associated with beach parks and will therefore fund 50% of the Sergeant position through the Beach Parking Enterprise Fund.

The proposed structure and staffing maintains previously identified priorities for the Police Department, including: full time beach patrol, full-time marine patrol and a full-time School Resource Officer. The proposed Police Department structure totals 41.49 FTE's, of which 7.3 FTE's are funded through the Beach Parking Enterprise Fund and two other positions are partially funded through School Resource Officer and WCIND grants.

Even after the restructuring, the Police Department reduction in staffing over the past four years has resulted in a reduction of five (5) sworn police officer positions including one command staff position for a total of 8.84 reduction in FTE's. This has been accomplished while at the same time continuing to provide enhanced programs that are funded through the Beach Parking Enterprise Fund as well as grants from WCIND and the Lee County School District.

Staff recommends the proposed restructuring based upon the level of staffing required to carry out the priorities set for the Department and the continuity of operational chain of command for an emergency first responder operation.