



BUNCOMBE COUNTY SHERIFF'S OFFICE PRESENTATION TO COMMISSIONERS

March 5, 2019

21st Century Policing

Why is implementing 21st Century Policing crucial for Buncombe County?

“Trust between law enforcement agencies and the people they protect and serve is essential in a democracy. It is key to the stability of our communities, the integrity of our criminal justice system, and the safe and effective delivery of policing services.” -

Task Force on 21st Century Policing

I am asking you today to invest in the Buncombe County Sheriff's Office with the understanding that 21st Century Policing is the strategic framework that will guide our work and decision-making.



Bringing the community, law enforcement and local government together

Residents of Buncombe County

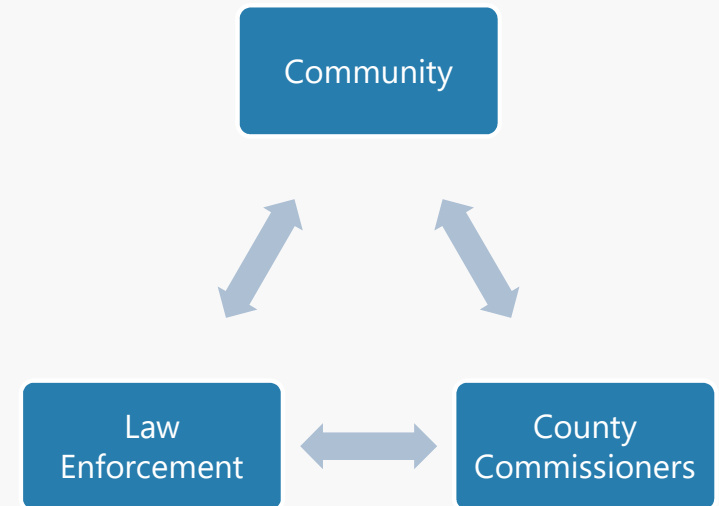
- Participate in problem-solving efforts to reduce crime and improve quality of life.

Buncombe County Commissioners

- Create listening opportunities with various areas and groups in the community. Listen and engage in a dialogue regarding concerns or issues related to trust.
- Conduct community surveys on attitudes toward policing, and publish the results.

Buncombe County Sheriff's Office

- Review and update policies, training, and data collection on use of force, and engage community members.
- Increase transparency of data, policies, and procedures.
- Ensure officers have access to the tools they need to keep them safe.



"Safe and effective delivery of policing services"

Requesting 10 positions for Policing and Public Safety :

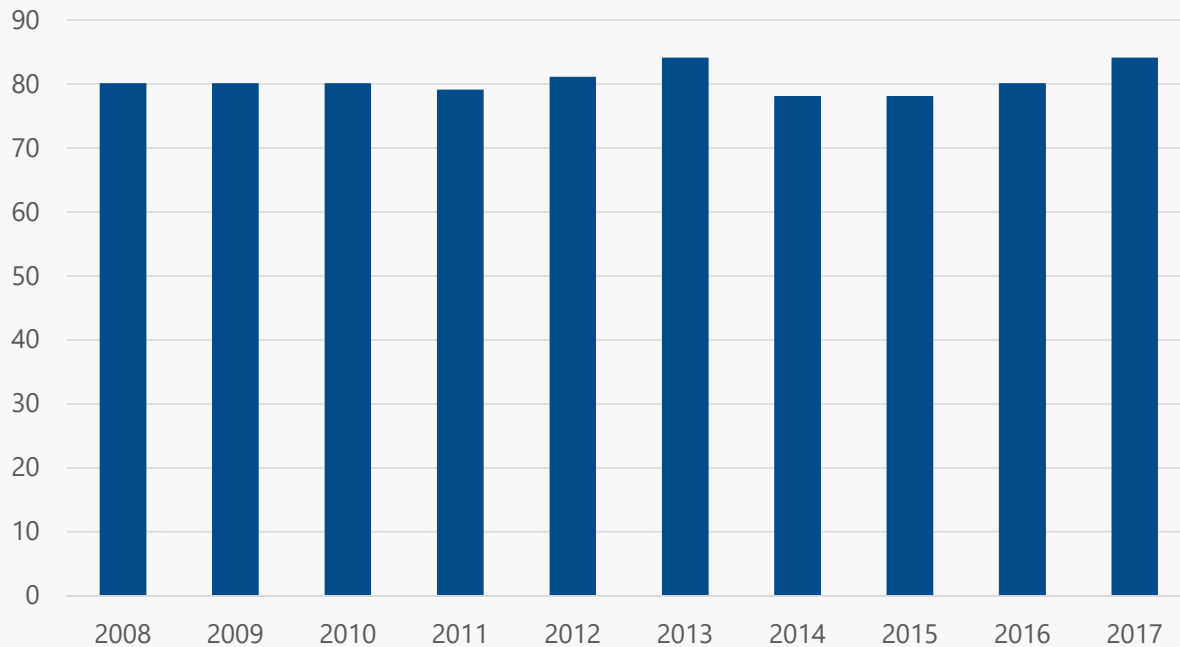
- Crime Prevention Sergeant
- 8 Patrol Deputies
- Evidence Room Technician

The Sheriff's Office is committed to partnering with communities to engage in neighborhood problem solving. The **Crime Prevention Sergeant** and **Patrol Deputies** will focus on community engagement as a means to increasing public safety. The current level of resources requires us to be driven by call volume and prevents us from having the opportunity to engage at a level that will have lasting impact.

The position of **Evidence Room Technician** plays a critical role in ensuring the public trust in maintaining the integrity of the property and evidence handled by our agency on a daily basis. We currently house in excess of thirty one thousand pieces of property and evidence. Poor handling of property and evidence whether by intentional wrongdoing or lack of oversight by under staffing only serves to erode the public trust.



Positions in Patrol



On average, 12-14 patrol deputies currently cover 656 square miles per shift. Request increases coverage to 14-16 patrol deputies per shift.

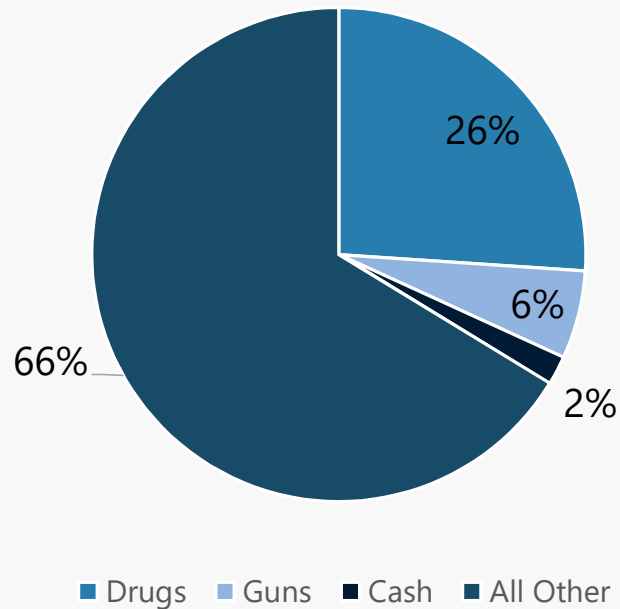


Buncombe County
Sheriff's Office

Increase in Need Little Change in Resources

- Increasing number of calls for service
- 10% growth in population since 2008
- 10% growth in the number of tourists since 2014

Evidence Housed by Type



Current staffing level does not allow Sheriff's Office to maintain the "two person rule," which is a best practice in handling high profile evidence.



Buncombe County
Sheriff's Office

Over 31,000 pieces of evidence

BCSO currently has 2 full-time positions. For comparison, APD has 5 full-time and 4 part-time positions for their evidence and property room.

33% of the evidence housed in the Sheriff's Office Evidence and Property Room is considered "high profile evidence" and requires more stringent internal controls:

- Cash
- Drugs
- Guns

"Integrity of our criminal justice system"

Requesting 5 positions for Detention :

- 4 Intake Specialist/Detention Officers
- 1 Detention Facility Detective

Adding **Intake Specialists** will allow us to change the culture of the Detention Facility. By implementing an Intake Specialist on each operational squad, we can adopt a new mindset in regards to service delivery. At the initial entry of an arrestee to the Detention Facility, an Intake Specialist will evaluate through a questionnaire any force used in an arrest, the impaired or intoxicated level of an arrestee, and the need for any medical attention including the need for overdose treatment. All of this occurs before the arrestee enters the Detention Facility.

The **Detention Facility Detective** will play a critical role in building public trust and maintaining the integrity of our Detention Facility. Inmate incidents occur daily in the Detention Facility that could be criminal violations or administrative rule violations. Our goal is the safety and security of the inmates as well as our staff. Conducting interviews following incidents and documenting those findings will help us to develop proactive preventive strategies.



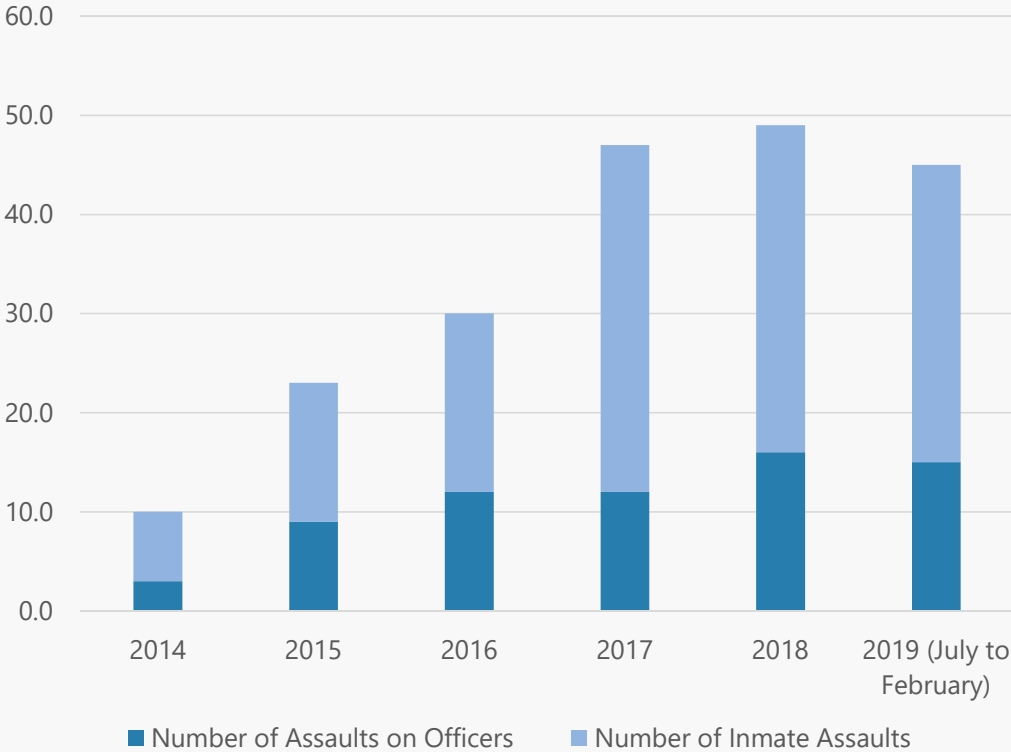
Buncombe County Detention Facility

Average Number of Bookings Per Day: 35.4

Number of Bookings Per Year: Over 12,000

Increasing Number of Assaults

Assaults on Officers and Other Inmates



Oversight and Transparency

Requesting 3 positions for Oversight and Transparency:

- Technology Officer
- Policy Analyst
- Sergeant Professional Standards

The department currently has one position that provides internal IT support and tests, acquires, deploys, and maintains technology solutions available to the Sheriff's Office. The **Technology Officer** will ensure existing technologies, such as radios, and new technologies, such as body worn cameras, are appropriately tested, supported, and managed. Transparency and accessibility through technology are paramount in maintaining community trust.

The **Policy Analyst** position will review and update Buncombe County Sheriff's Office policies, ensuring they comply with legislative changes, and make them accessible to the public via the Buncombe County website.

The position of **Sergeant Professional Standards** is needed to ensure that current practices have been thoroughly reviewed through the lens of moving to the oversight necessary to build and maintain community trust in the agency . Opportunities to improve service delivery to the community and prevent negative behaviors is critical to the success of the office and our people.



Building Community Engagement

Requesting 3 positions for Community Engagement:

- Community Outreach Lieutenant
- 2 Community Outreach Advocates

The **Community Outreach Lieutenant** and **Community Outreach Advocates** will help to change the culture of our agency. Moving forward it is imperative that we take a new approach and adopt a new mindset for our deputies based on innovative approaches of 21st Century Policing.



Overview of requested positions and investment

Requesting 21 new positions:

Policing and Safety

- Crime Prevention Sergeant
- 8 Patrol Deputies
- Evidence Room Technician

Detention

- 4 Intake Specialist/ Detention Officers
- Detention Facility Detective

Oversight and Transparency

- Technology Officer
- Policy Analyst
- Sergeant Professional Standards

Community Engagement

- Community Outreach Lieutenant
- 2 Community Outreach Advocates



Request Summary

The 21 position request requires an initial investment of \$1,269,000 this fiscal year.

Program	Revenue	Expenditure
Patrol		\$276,863
Training/Community Outreach		\$203,029
Sheriff's Expenditures		\$35,119
Detention Facility		\$128,585
Support Operations		\$25,496
Capital (vehicles for 15 of 21 positions)		\$600,000
Federal Housing Revenue	\$315,000	
Net Cost		\$954,092

Ongoing, this is an investment of \$1,577.294 per year, which is a 4.13% increase over the FY19 budget.



Fleet Needs

A recent survey of law enforcement agencies found that it was standard practice to replace **Priority 1 vehicles** between 80,000 and 100,000 miles (North Carolina Sheriffs' Association and Federal Bureau of Investigation).

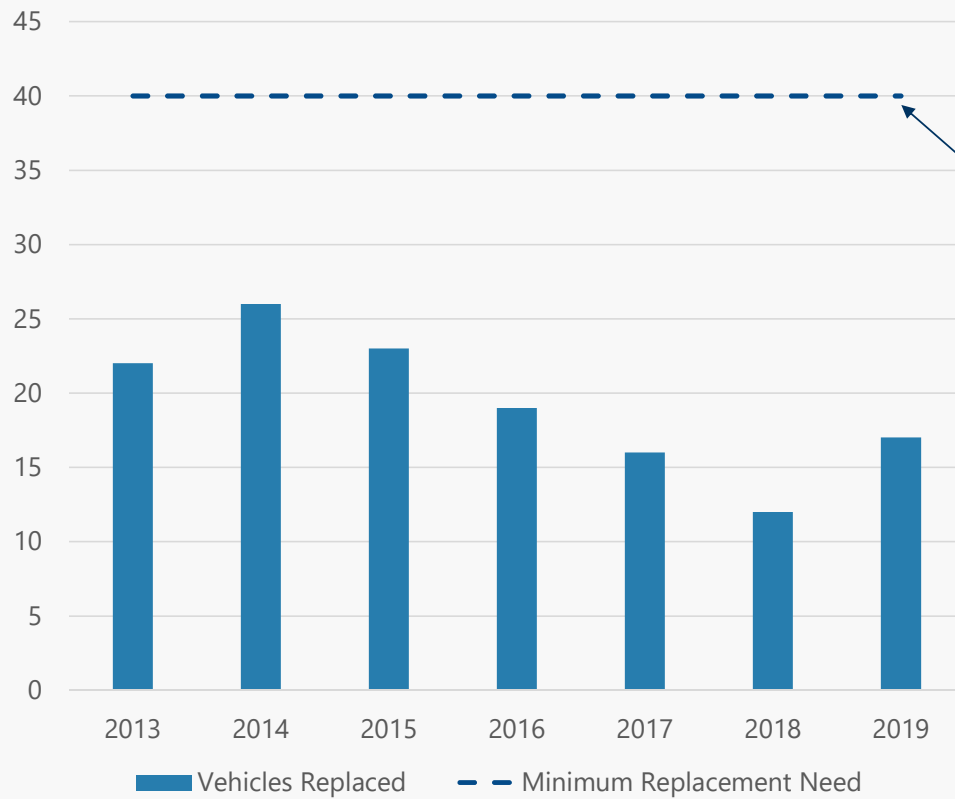
- Buncombe County's standard operating procedure has been to try to repurpose **Priority 1 vehicles** after 120,000 miles
 - The Sheriff's Office is currently operating the following:

	Number
Total Fleet	267
Priority 1 Vehicles	144
Priority 1 Greater than 120,000	48
Priority 1 Greater than 150,000	14

- Sporadic replacement cycle has resulted in a need for significant catch up to maintain a healthy fleet



Sheriff Fleet Replacement



Total Fleet: 267

To help us achieve a healthy fleet, an annual investment of \$1.6 million for 40 new vehicles is being requested.



QUESTIONS



Buncombe County
Sheriff's Office
