

MIDWESTERN STATE UNIVERSITY

MSU Police Department

Established circa 1969 to provide police services to Midwestern University.

Police agency engaged in all facets of law enforcement, providing police services to a University community of approximately 6,000 people.

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MSU Police Department

Mission Statement:

...to support the mission of the University by providing a safe academic environment..."



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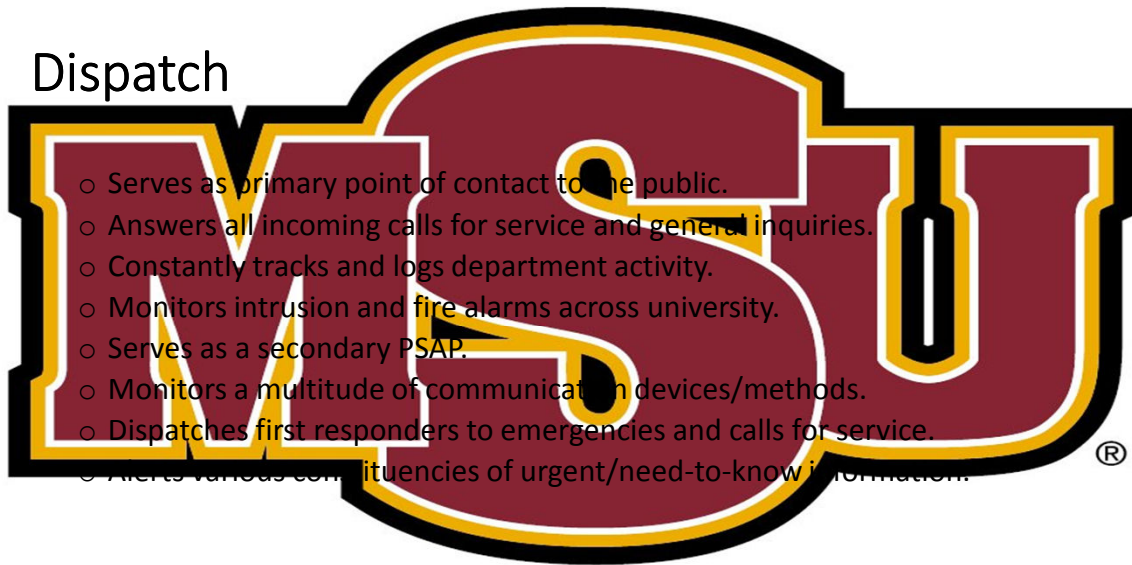
Patrol

- Provides 24-hour foot and motorized, preventative patrols to the main campus and outlying properties.
- Engages in community policing function.
- Serves as first responders to all calls for service and emergency situations.
- Responds to and conducts initial investigations into reported criminal offenses, traffic accidents and all types of emergencies; documents same in case reports.
- Monitors general safety conditions on campus.
- Enforces parking regulations and traffic laws.



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Dispatch



- Serves as primary point of contact to the public.
- Answers all incoming calls for service and general inquiries.
- Constantly tracks and logs department activity.
- Monitors intrusion and fire alarms across university.
- Serves as a secondary PSAP.
- Monitors a multitude of communication devices/methods.
- Dispatches first responders to emergencies and calls for service.
- Alerts various constituencies of urgent/need-to-know information.

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Investigations



- Conducts both initial and follow-up investigations into assigned criminal cases and administrative matters.
- Routes information and documentation to internal and external offices.
- Interviews witnesses and victims; interrogates and arrests suspects.
- Files criminal charges in appropriate courts.
- Obtains and executes search and arrest warrants.

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Parking

- Oversees the administration and operation of the “Rydin” parking management software.
- Issues permanent and temporary parking permits.
- Accepts payments for fines.
- Attempts to identify and collect from unknown violators.
- Enforces parking regulations.
- Routinely conducts parking survey.

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Administration

- Oversees all administrative and operational functions of the department.
- Responsible for budget management.
- Supervises Patrol, Investigations, Parking and Dispatch.
- Oversees the University’s **Emergency Management** function.
- Oversees most aspects of the University’s **Clery compliance**.
- Timely files various mandated state and federal reports and statistics.
- Department policy creation, implementation and compliance.
- Recruitment, hiring, and training of department personnel.
- TCOLE compliance and training mandates.
- All office administrative functions, including time and record-keeping, billing and record retention.
- Special Event Security planning and execution.

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Police Budget FY 2016 – 2017

Education and General 11000 14690

Total Salaries	\$226,535 (7 FTE)
Fringe Benefits	\$93,095
Longevity	\$9,820
Total	\$329,450

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Police Budget FY 2016 – 2017

Auxiliary Funds 34690 4690

Total Salaries	\$340,734 (8 FTE)
Student Wages	\$2,650
Non-Student Wages	\$20,000
Fringe Benefits	\$116,572
Travel	\$3,910
M&O	\$34,000
Utilities	\$5,000
Capital Outlay	\$3,625
Longevity	\$3,740
Total	\$530,231

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Police Budget FY 2016-2017

Sources of Funding

State Funding	\$329,450
Revenue (Parking Decals and Fines)	\$316,500 (Est.)
Bookstore/Univ. Services Fee	\$213,731
Total Funding	\$859,681

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Perspective

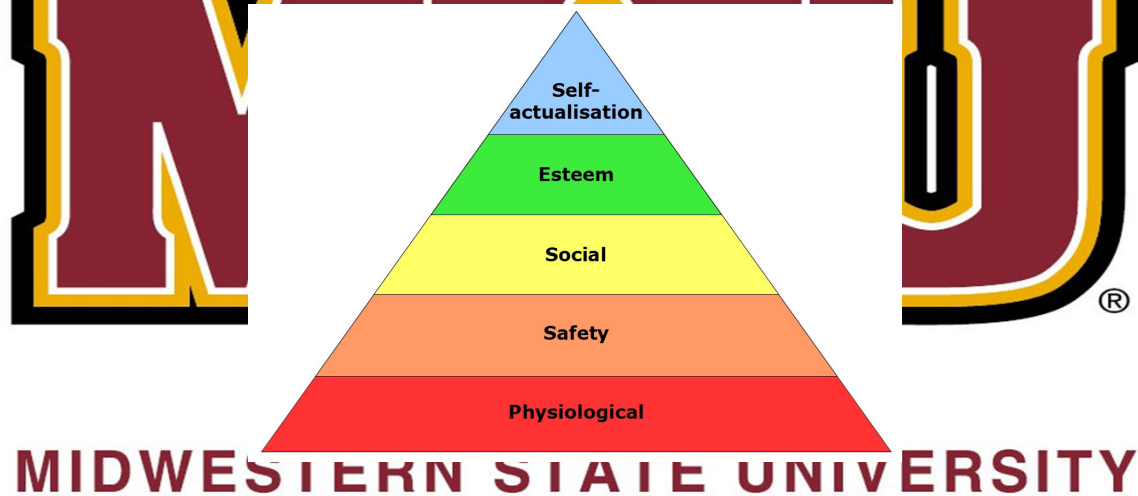
- 14 out of the 17 FTE positions comprising the MSU PD staff **require a state license**. All officers (10) and dispatchers (4) must be licensed by the State.
- LE increasingly addressing **non-traditional threats** – active shooter, terrorism.
- LE has witnessed a **general decline** in qualified police applicants in recent years.
 - Such a decline is even **more consequential for smaller agencies**, which are generally less-competitive and resource-rich than larger agencies.
- MSU PD **operates 24/7/365**. In addition to the 40 hours a week an average office at the university might be open, PD operations cover an additional 128 hours per week.
- **PD operations continue regardless of holidays, sick leave, vacation leave and training**. Comp time and overtime are unavoidable in most cases, due to operational requirements.
 - 2014 OT/Comp – Approx. 2500 hours
 - 2015 OT/Comp – Approx. 2400 hours
 - 2016 OT/Comp – Approx. 2500 hours

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Challenges and the Future

- 
- Staffing
 - Below-average staffing for university our size
 - Officer recruiting and retention
 - Technology and non-traditional threats
 - CAS Professional Standards for HE – Campus Police and Security Program
 - Protection
 - Education
 - State Accreditation
- MIDWESTERN STATE UNIVERSITY**

Maslow's Hierarchy of Needs



Maslow and Police???



Challenges – Police Staffing

The Bureau of Justice Statistics, in its 2015 published report *Campus Law Enforcement, 2011 – 2012*, puts the average number of FT sworn police officers for our sized public campus at **2.3 per 1,000 students**. For sake of comparison, the LE staffing on some of our peer schools in 2015 follow (2015 UCR):

- Abilene Christian – 14
- Angelo State - 12 (2014)
- Tarleton State – 15
- TAMU – 18
- A&M Commerce – 19
- WTAMU – 15
- **MSU – 10**

Based on MSU's student population of just over 6,000, **MSU PD's sworn officer staffing needs to be 14**, just to maintain "average."

Fully staffed, MSU PD is working at approximately 70% of the national average in terms of staffing.

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Challenges in Recruiting and Retention

Badge, handcuffs, car and gun.

Expectations of a University Police Officer:

- Honesty / integrity
- Judgement
- Intelligence
- Boldness
- Compassion
- Articulate
- Licensed

• A modern-day university police officer must be MORE qualified than her municipal counterpart.

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Challenges in Recruiting/Retention – The Local Landscape

Entity	Starting Rate	Inter.	Advanced	Master	Shift Dif.	Take-home Car?
WF PD	\$48,125	\$80 mthly.	\$125 mthly.	\$150 mthly.	No	Yes
Burk PD	\$35K - \$38K	\$75 mthly.	\$100 mthly.	\$125 mthly.	Yes - \$50	Yes
IP PD	\$33,600	3% base	3% base	3% base	No	Yes
WCSO	\$40,164	None	None	None	No	Partial
MSU PD	\$32.5K - \$38.9K	None	None	None	No	No

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Staffing Recommendation

Current Organizational Structure – Sworn Side (10 peace officers)

- Administration – 1 Chief of Police
- Patrol – 2 Sergeants and 6 Officers
- Investigations – 1 Investigator

Proposed Organizational Structure – Sworn Side (14 peace officers)

- Administration / Operations – 1 Chief of Police, 1 Lieutenant
- Patrol – 3 Sergeants and 8 Officers
- Investigations – 1 Investigator

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Administration

Chief of Police

- Administrative and operational oversight of all LE services, Dispatch operations, and Parking Operations.
- Clergy Compliance Officer.
- Emergency Management Coordinator.
- Unit Budgetary Head.

Lieutenant – Proposed Position

- Operational oversight of LE services and Dispatch operations
- Clergy Coordinator.
- Emergency Management Coordinator
- Accreditation Manager.

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Patrol Operations

Sergeant – Proposed Position

Front-line supervisor to a patrol shift.

Adds a supervisor to night shift.

Two police officers

- Adds additional staffing power to evenings and night shift.

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Challenges – Dispatch Staffing

Staffing Issue – Dispatch

- 8760 hours must be covered each year.
- 4 FTE Dispatchers are currently assigned to Dispatch. Accounting for vacation leave, sick leave, holidays and training, the productive number of hours that can be expected out of each employee is ~1760.

Total hours for one full time employee	2080
Average Vacation (total hours)	(100)
Holiday Hours	(104)
Average Sick Leave (total hours)	(96)
Average Training Hours	(20)
Total productive hours per employee	1760

- $8760/1760 = 5$ (4.97).
- In 2016, 3 dispatchers worked a combined total of 859 hours of overtime; this total was supplemented by a PT dispatcher who worked an additional ~16 hours per week. Add his hours to the overtime hours worked (1,694), it became evident that an additional FT position is warranted.

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Additional Funding Request

	<u>Salary</u>	<u>Fringe Benefit</u>
One PO 1 and two PO 2 moved to PO 3	\$14,137	\$4,524
Two additional police officer positions	\$77,808	\$24,898
Police Lieutenant	\$65,000	\$19,500
Police Sergeant	\$43,259	\$13,841
Police Dispatcher	\$25,450	\$8,114 [®]
Subtotal	\$225,654	\$70,909

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Additional Funding Request

Total Salaries and Fringe Benefits	\$296,563
Increase in M&O to equip four officers	\$8,000
Total Requested Additional Funding	\$304,563[®]

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According to FBI Uniform Crime Reports, Wichita Falls had a violent crime rate of 3.86 per 1,000 inhabitants.

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