



MIDWESTERN STATE UNIVERSITY

Police Department



What we do!

Full-service law enforcement agency

- 24 hour dispatch services/POC for campus
- 24 hour police patrol services
- Criminal Investigations
- Parking – administration and enforcement

Jurisdiction – Counties where MSU Texas owns, rents or leases property.

Patrol area – Main and Simulation Center campuses



What we do!

Emergency Management for the University

- Chief Chairs the EM committee
- Coordination of EM functions/plans
- Emergency Management Plan

What we do!

Clery Act Compliance – 3 Univ. Campuses

- Publishing/Distributing ASF SR
- Oversight of CSA Training
- Gather, finalize and report Clery crime stats to DOE
- Assess crimes and emergencies vis-à-vis issuance of TWNs and ENs
- Maintain Daily Crime and Fire Log
- Test/Exercise Emergency Response

Structure

Chief (1)

- Administrative/Operational oversight of all departmental functions
- University's Emergency Mgmt. Coordinator
- University's de facto Clery Compliance Officer
- Co-chair Behavioral Intervention Team

Structure

Sergeants (2)

- Administrative and operational supervision of departmental functions and line officers
 - Evidence
 - Dispatch
 - Patrol
 - Criminal investigations
 - Parking

Structure

Police Officers (6)

- Provide 24 hour police patrol coverage
- Response to emergency and non-emergency calls for police and medical services
- Initiate criminal and traffic/accident investigations
- Provide special event security (athletic games, court hearings, alcohol events)

Structure

Police Detective (1)

- Heads up investigations of major cases
- Conducts follow-up investigations of all criminal matters reported to UPD
- Routes cases to appropriate courts for prosecution; appropriate university offices for resolution

Structure

Dispatchers (4 FTE and 2 PTE)

- Provide 24 hour communication functions
 - Handle and route routine and emergency radio and telephone calls for police and other emergency services.
 - Monitor fires and burglar alarms
 - Assist the public with routine public safety needs
 - Operate TLETS terminal
 - Notify key staff of critical information during emergencies

Structure

Support (1 FTE and 3 PTE)

Parking/Office/Clerical

- Handle all office and clerical duties
- Staff the front desk
- Handle all parking matters, including sales, admin and enforcement

Structure

Admin/Operational Mgmt. – 3

Patrol/Operations – 6

Investigative – 1

Communications – 4

Clerical/Parking – 1

Total Licensed FTEs – 14

Total non-licensed FTEs - 1

Emerging Issues

Increase in non-traditional threats/issues

- Active shooter / Active assailant
- Mental health/EDPs
- Terrorism / Mass casualty
- Technology
- Sexual Assault

Challenges

Staffing

- National average for public university MSU's size is 2.3 officers per 1,000 students (Bureau of Justice Statistics)
- Based on MSU's student pop., staffing should be **14 sworn officers** (versus the current 10)
- MSU's police department equates to 29% below national average.

Challenges

TACUPA Salary/Staffing Survey, Jan. 2019

- Abilene Christian – 20 FTEs
- Tarleton State – 37 FTEs
- A&M Kingsville – 23 FTEs
- A&M San Antonio – 21 FTEs
- St. Mary's – 21 FTEs
- UNT – 67 FTEs
- MSU Texas – 15 FTEs

Challenges

Effects of inadequate staffing

- Reduced community safety
 - Less frequent preventative patrols, less timely patrol response, diminished ability to respond to emergencies
- Reduced proactive educational programming
 - Sexual assault, Drug/Alcohol and safety education
- Reduced officer safety
 - Approx. 1.67 officers on duty at any given time

Challenges

Salary and benefits

Entity	Starting Rate	Inter.	Advanced	Master	Shift Dif.
Dallas Baptist	\$54K	None	None	None	None
St. Mary's	\$38.5K	\$250	\$250	\$250	None
Tarleton	\$43.8K	Step	Step	Step	6%
A&M San Antonio	\$36.5K-\$55.4K	None	None	None	3%
TWU	\$43.7K	None	None	None	None
WF PD	\$48.1K	\$80 mthly.	\$125 mthly.	\$150 mthly.	No
Burkburnett PD	\$35K - \$38K	\$75 mthly.	\$100 mthly.	\$125 mthly.	\$50
Iowa Park PD	\$33.6K	3% base	3% base	3% base	No
WCSO	\$40.1K	None	None	None	No
MSU PD	\$32.5K - \$38.9K	None	None	None	No

Challenges

Staffing – Recruiting and Retention

- 14 UPD positions require state license
- In the last 5 years, UPD has lost more than 16 state-licensed employees and has replaced 15
 - Continuity
 - Training
 - Working short-staffed
- Lengthy hiring process
 - Advertising: 2 – 4 weeks
 - Interviews: 1 – 2 weeks
 - Background Investigation: 2 – 3 weeks
 - Pre-commissioning req.: 2 weeks
 - Start-to-finish: 1.75 to 3+ months
 - Field training: 8 weeks to 16 weeks
 - 3 ½ to 7 months before solo patrol ready!

Challenges

Inadequate staffing in Dispatch

- State-licensed positions
- Takes minimum of 6 to cover 24 hour position (4 FTE Dispatchers)
- Recent solution – supplement with 2 PT dispatchers
- **No accompanying increase in budget**

Proposed Solutions

Increase authorized sworn strength to 14

- Administration / Operations
 - 1 Chief of Police, 1 Officer
- Patrol
 - 3 Sergeants and 8 Officers
- Investigations
 - 1 Investigator
- Brings MSU in line with national averages

This would require an approximate \$172K increase in staff salaries and a \$65.7K increase in fringe benefits

Proposed Solutions

Recruitment and Retention

Employ Evergreen's recommendation

- Implement a critical classification program for police positions and compensate those positions at 10% above their current rates
- This would require an approximate \$40K increase in the salary budget.

Proposed Solutions

Increase the PD's non-student wages budget to compensate PT licensed dispatchers

- This would require an approximate \$25K increase in non-student wages

Proposed Solutions

Summary

Staffing increase: \$237.7K

Salary increase: \$40K

Increase in Non-student wages: \$25K

Increase in M&O (CCO pos.): \$8K

Total requested budget increase: \$310.7K

In Closing

- Staffing and salary issues affect recruiting and retention, which affect continuity and stability
- Emerging issues require additional and specialized resources
- Students deserve to live and learn in a safe environment, free from the fear of crime



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Thank you –
Questions?

