

# Pine Grove Area Regional Police

## Study

Presented December 4, 2018

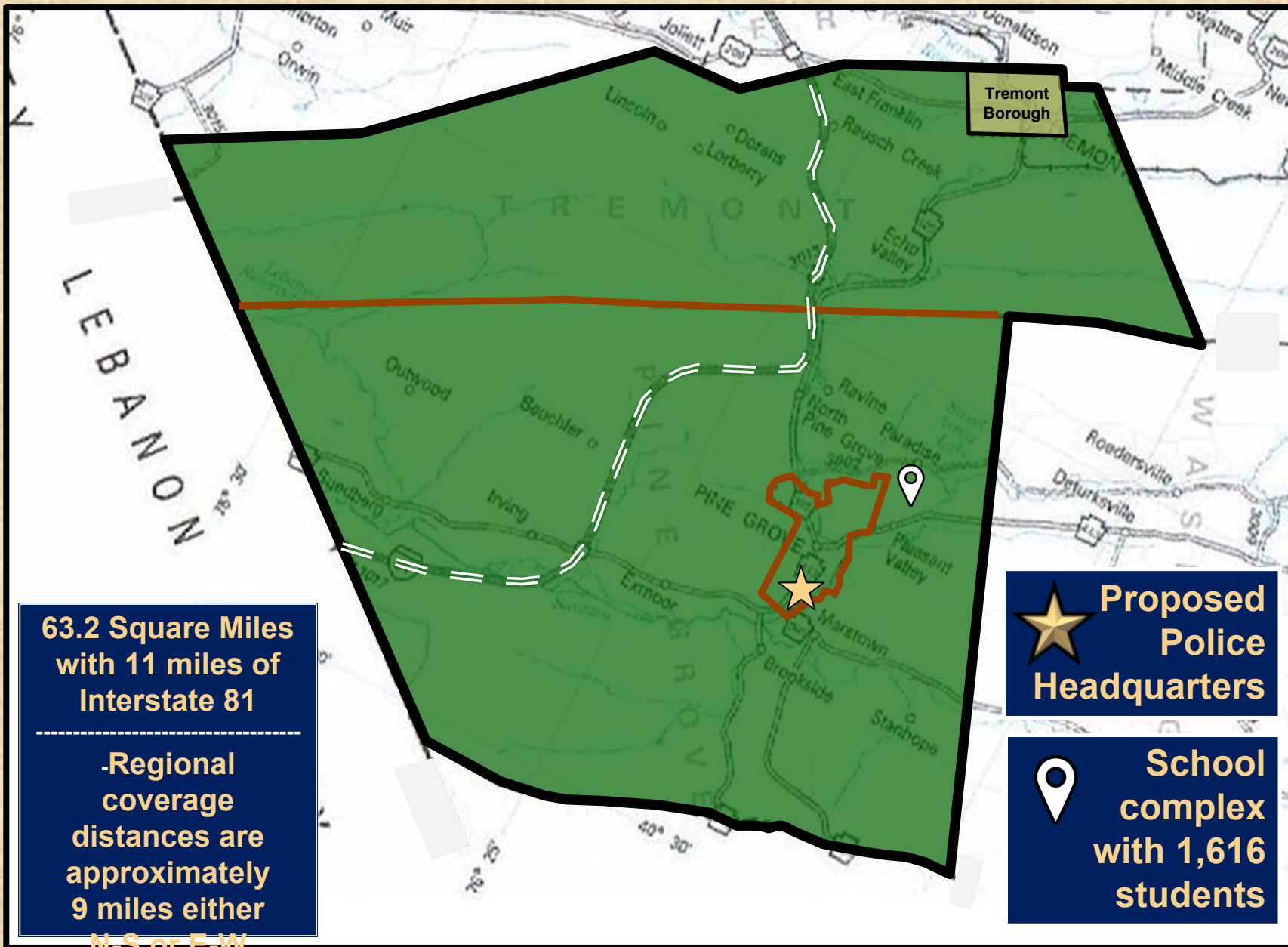
*for*

**Pine Grove Borough  
Pine Grove Township  
Tremont Township**



# Demographics of the Communities

<b>CATEGORY</b>	<b>Pine Grove Borough</b>	<b>Pine Grove Township</b>	<b>Tremont Township</b>	<b>TOTALS</b>
Population	2,186	4,123	280	<b>6,589</b>
% of Population	33%	63%	4%	<b>100%</b>
Households	992	1570	95	<b>2,657</b>
Population Density (Persons per Square Mile)	1,457	107	12	<b>104.3</b>
Square Miles	1.5	38.4	23.3	<b>63.2</b>
% of Square Miles	2%	61%	37%	<b>100%</b>
Total Road Miles	12.55	75.46	19.39	<b>107.4</b>
Full-Time Officers	2	0	0	<b>2</b>
Part-Time Officers	6	0	0	<b>6</b>
Police Clerical Staff	0	0	0	<b>0</b>
Police Vehicles	3	0	0	<b>3</b>



Tremont  
Borough

**63.2 Square Miles  
with 11 miles of  
Interstate 81**

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**-Regional  
coverage  
distances are  
approximately  
9 miles either  
N-S or E-W**

**★ Proposed  
Police  
Headquarters**

**📍 School  
complex  
with 1,616  
students**

# Proposed Police Staffing Levels

## Based on the IACP Population Formula

(International Association of Chiefs of Police)

Category	Combined Totals
Population (2018 provided by each municipality)	6,589
Number of Estimated Incidents (@ 550 per 1,000 residents)	3,624
Time Spent (Multiply above by .75)	2,718
Buffer (Multiply above by 3)	8,154
Staffing (Divide above by 2920)	2.79
Available (Multiply above by 1.72)	4.80
<b>PATROL OFFICERS Required</b>	<b>5</b>
Detective	0
Sergeant	1
Chief of Police	1
Administrative / Clerical Personnel (Part-Time)	.5
<b>TOTAL POLICE PERSONNEL Required</b>	<b>7.5</b>
Total <i>Proposed</i> Staffing Levels	7
Sworn Full-Time Police Officers	7
Sworn Part-Time Police Officers	0
Civilian Clerical Personnel	.5
Total <i>Current</i> Staffing Levels (Pine Grove Borough)	5
Sworn Full-Time Police Officers	2
Sworn Part-Time Police Officers (6 = 3 Full-Time Equivalent)	3
Civilian Clerical Personnel	0



**Regional**

**&**

**State**

**Comparison**

**s**

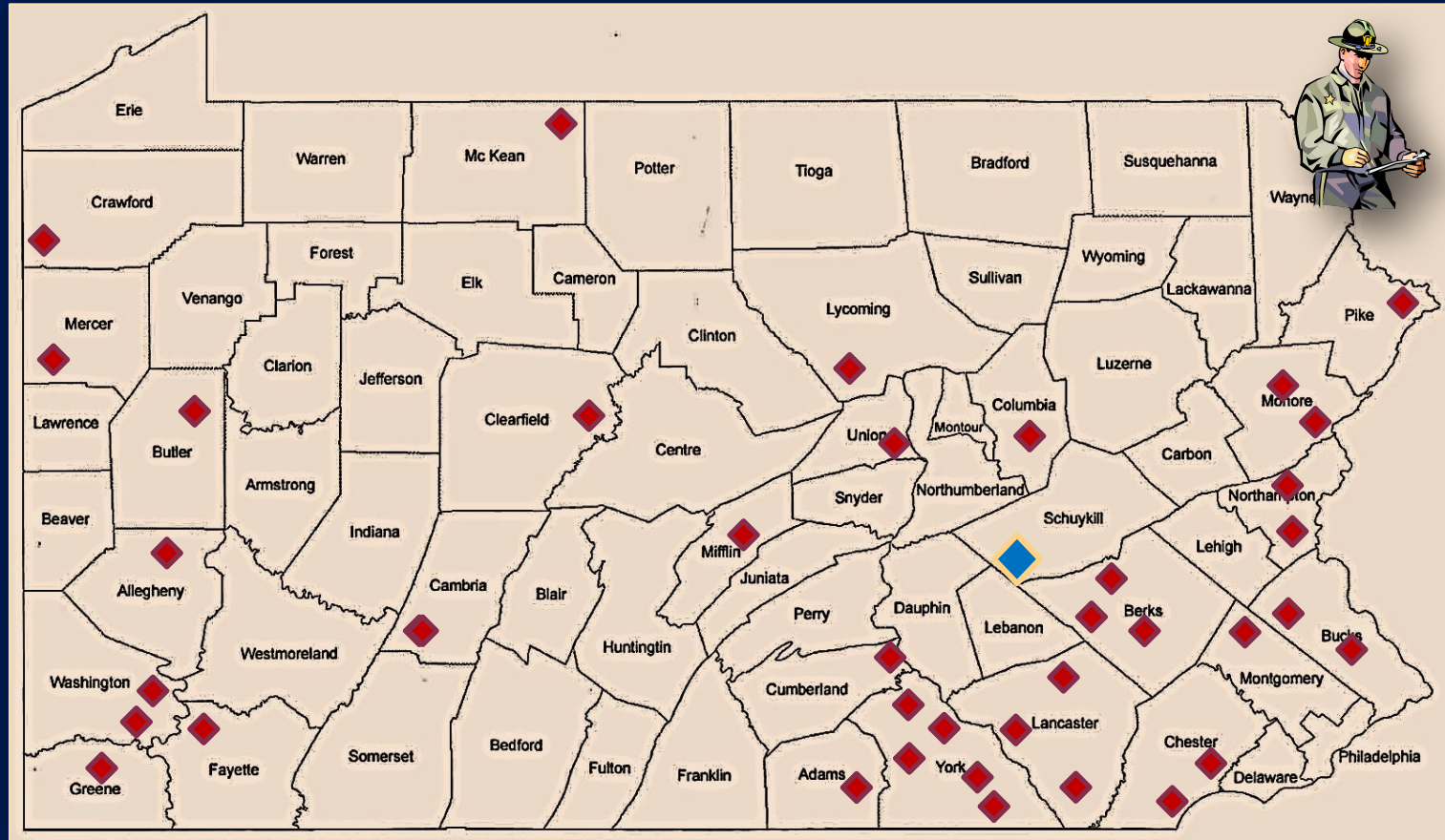
# 2018 Regional Police Department Comparison

Eight Current / One Proposed Regional P.D.'s with 4,000 – 8,000 Combined Population

Regional Police Department	Population	# Towns	Total Officers	Square Miles	Officers/1,000	Per Capita Cost
Charleroi Area (Washington)	7,754	4	13	3.2	1.7	\$131
Eastern Adams	7,665	2	8	10.3	1.0	\$107
West Shore (Cumberland)	7,623	2	11	3.3	1.4	\$289
Upper Perkiomen (Montgomery)	7,000	2	9	1.3	1.3	\$202
Tiadaghton Valley (Lycoming)	6,753	3	10.5	20.3	1.6	\$121
Pine Grove Regional	6,589	3	7	63.2	1.0	\$91
Seven Fields (Butler)	4,806	2	6.5	2.0	1.4	\$173
Eastern Pike	4,792	2	11.5	31.8	2.4	\$230
Western Berks	4,528	2	8.5	1.5	1.9	\$148
<b>AVERAGE</b>	<b>6,390</b>	<b>2.5</b>	<b>9.5</b>	<b>15.2</b>	<b>1.5</b>	<b>\$166</b>

PA Municipal average is 2.5 Officers / 1,000 & PA Regional average is 1.1 Officers / 1,000

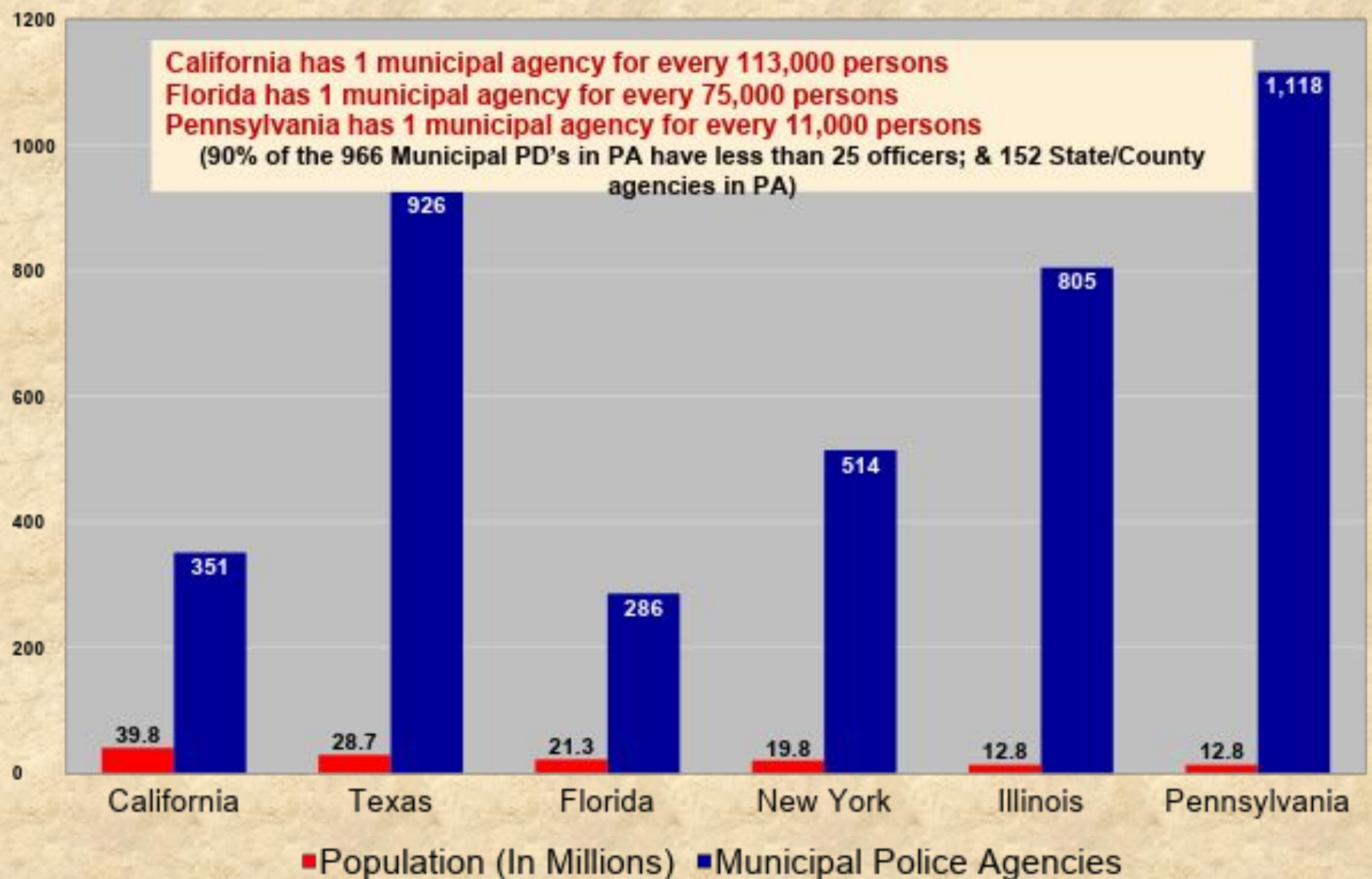
# 36 Regional PD's in 23 Counties with 119 Municipalities; 201 more contract from other Police Departments



**605 Full-Time & 120 Part-Time Officers**  
**PA Regional Police average is 1.1 Officers per 1,000**

# Six Largest States; Municipal Police Agency Comparisons

Sources: 2016 FBI Uniform Crime Report; 2016 Crime in Pennsylvania Report; 2016 U.S. Census Updates





**Schuylkill County, Commonwealth of Pennsylvania**  
**778 Square Miles**  
**142,569 Population**

➤ **68 Municipalities** (County and 67 Local)

- **40 Local PD's** (23 are FT with 93 Officers; 17 are only PT)
- **41 Police Departments** = one PD for every 3,477 persons
- **State Police cover 27<sub>FT</sub> & 17<sub>PT</sub>** (28 Troopers in Schuylkill Co.)

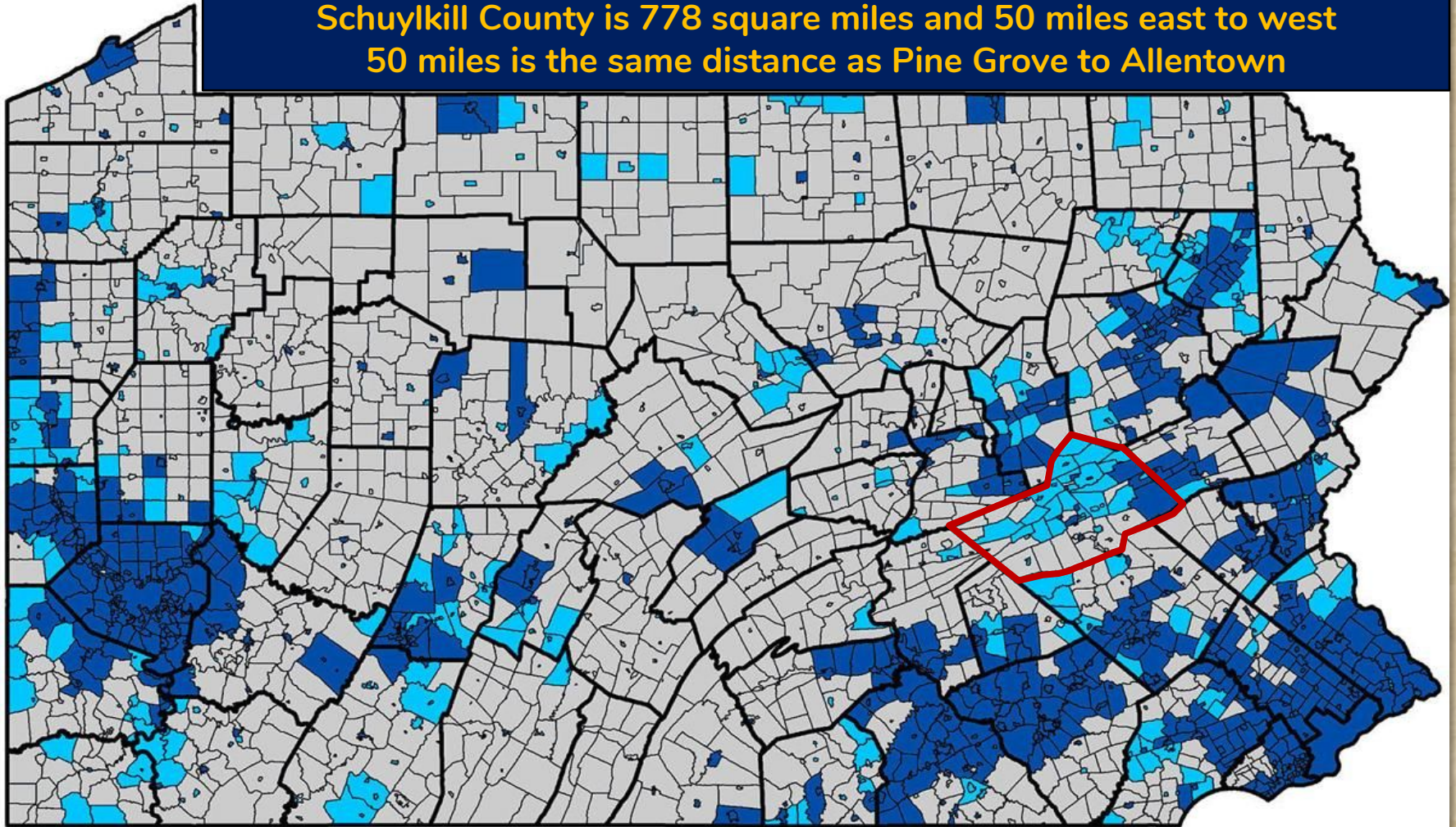
**Stafford County, Commonwealth of Virginia**  
**268 Square Miles**  
**146,649 Population**

➤ **1 Municipality** (County Only)

- **Stafford County SD** – 173 FT Deputies (240 Total Employees)
- **1 Sheriff's Department** for all 146,649 persons

**State Police cover 85% of all land & 20% of population  
Municipal Police cover 15% of land & 80% of population**

**Schuylkill County is 778 square miles and 50 miles east to west  
50 miles is the same distance as Pine Grove to Allentown**



Full-time Pennsylvania  
State Police

Part-time state  
police/local police

Full-time local police

# **Regional Police Budget & Cost Sharing**

# 2019 Proposed P.D. Budget - Personnel Costs

<b>Salary of Police Chief (\$8,000 over Sergeant salary)</b>	<b>\$61,000</b>
<b>Salary of Sergeant (\$8,000 over top Officer salary)</b>	<b>\$53,000</b>
<b>Salary of Patrol Officers (1 Current Officer @ \$45,000 &amp; 4 New @ \$41,000 each)</b>	<b>\$209,000</b>
<b>Salary of Part-Time Clerk (1 @ \$15,000; 20 Hours per Week @ \$15/Hour)</b>	<b>\$15,000</b>
<b>Overtime (1 Sergeant &amp; 5 Officers @ \$2,000 average)</b>	<b>\$12,000</b>
<b>Total SALARY Costs</b>	<b>\$350,000</b>
<b>Benefits (Includes all below items for 7 sworn officers @ 35% per person)</b>	<b>\$122,500</b>
• <b>Medical Insurance</b>	<b>Included</b>
• <b>Social Security</b>	<b>Included</b>
• <b>Life Insurance</b>	<b>Included</b>
• <b>Liability Insurance</b>	<b>Included</b>
• <b>Workers Comp Insurance</b>	<b>Included</b>
• <b>Municipal Pension Contributions</b>	<b>Included</b>
<b>PERSONNEL COST TOTALS (78% of Proposed Budget)</b>	<b>\$472,500</b>

# Police Executive Research Forum

Washington, D.C.

## Police Personnel Cost Survey

- PERF conducted a budget survey of 297 various sized Police Departments throughout the U.S.
- On average, it found that those police department's spent 85% of their annual budgets on personnel costs.
- The range of these percentages was from 61% to 98.5%.
- The proposed Pine Grove Regional P.D.'s personnel costs are 78%, or 7% under the national survey average.

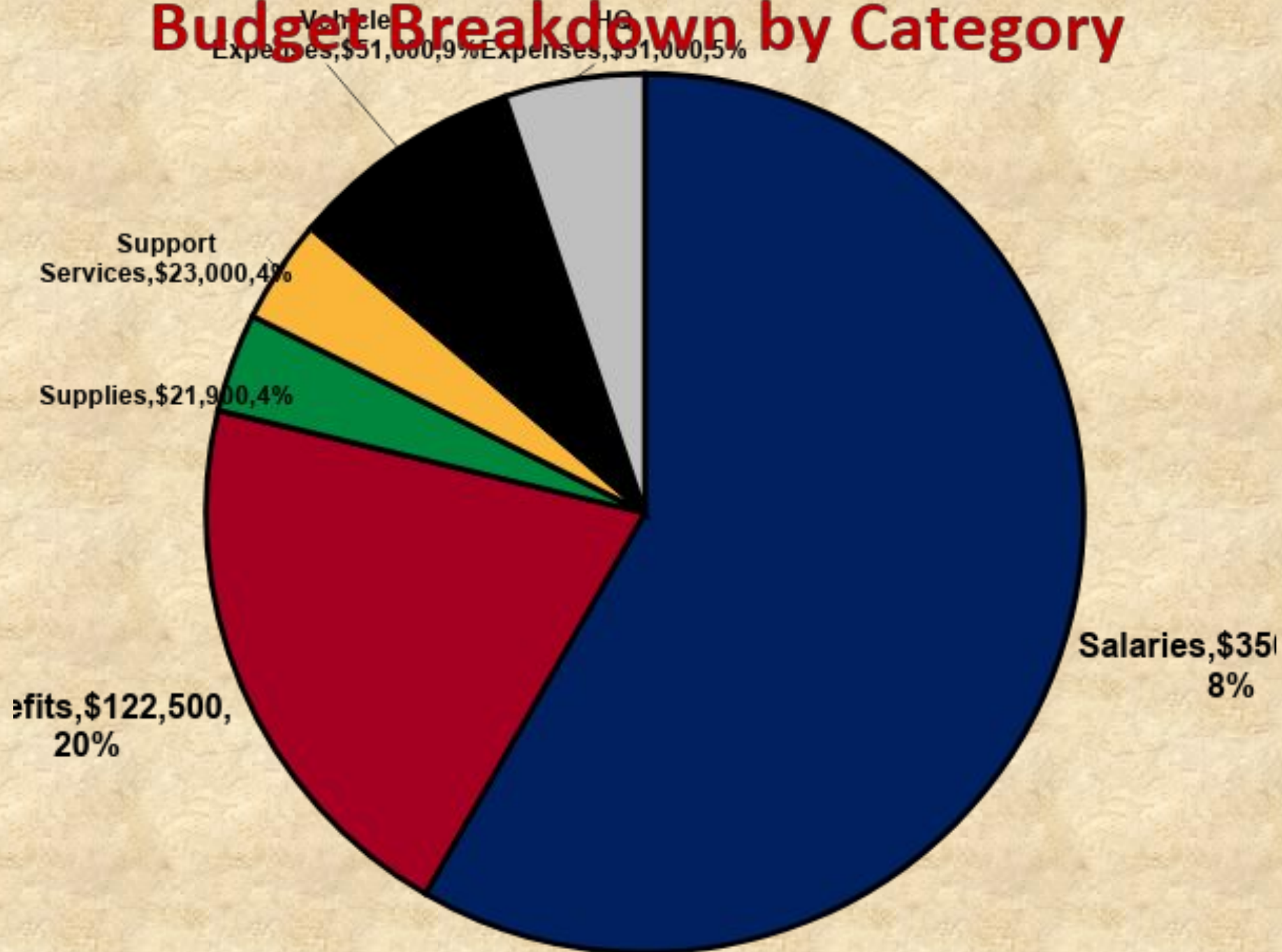
# 2019 Proposed P.D. Budget; Non-Personnel

<b>Uniforms &amp; Related Equipment (7 @ \$1200 each)</b>	<b>8,400</b>
<b>Office Supplies &amp; Equipment</b>	<b>5,000</b>
<b>Education &amp; Training (7 @ \$500 each)</b>	<b>3,500</b>
<b>Dues, Memberships &amp; Legal Publications</b>	<b>1,500</b>
<b>Computers, Software Updates, Data Services</b>	<b>3,000</b>
<b>Police Equipment (New Purchases, Maintenance and Repairs)</b>	<b>5,000</b>
<b>Vehicle Maintenance &amp; Repairs (4 Vehicles @ \$2,000 each / average)</b>	<b>8,000</b>
<b>Vehicle Gas &amp; Oil (4 Vehicles @ \$4,000 each / average)</b>	<b>16,000</b>
<b>Vehicle / Property Insurance</b>	<b>10,000</b>
<b>Utilities &amp; Building Maintenance</b>	<b>5,000</b>
<b>Crime Prevention &amp; Public Relations Programs</b>	<b>1,500</b>
<b>Capital Vehicle Expenses (\$22,600 – See Breakdown Below)</b>	<b>----</b>
• <b>2 Current &amp; 2 Proposed New Vehicles (Financed @ \$325/month each)</b>	<b>15,600</b>
• <b>Vehicle Painting, Decaling &amp; Equipment – 2 Current Vehicles @ \$2,000 each</b>	<b>4,000</b>
• <b>Miscellaneous New Vehicle Equipment (4<sup>th</sup> Vehicle)</b>	<b>3,000</b>
<b>Miscellaneous Expenses (Computer Software, Data Services, Duty Ammo, etc.)</b>	<b>2,000</b>
<b>Telephones &amp; Related Service Expenses (Includes Postage)</b>	<b>1,000</b>
<b>Headquarters Expenses (\$1,200 Month for Rent/Lease &amp; \$5,600 for Furniture, Signs, etc.)</b>	<b>20,000</b>
<b>Legal Services</b>	<b>7,500</b>
<b>Accounting, Financial Services &amp; Software (Payroll, Accounts, etc.)</b>	<b>7,500</b>

**NON-PERSONNEL COST TOTALS (22% of Proposed Budget)**

**\$127,500**

# Budget Breakdown by Category



# Proposed Cost Distribution by Population

\$600,000 Proposed Police Budget

<b>Municipality</b>	<b>Total Population</b>	<b>% of Population</b>	<b>Total by Population</b> <small>(Without Grants)</small>	<b>Per Capita Cost</b>
<b>Pine Grove Borough</b>	<b>2,186</b>	<b>33%</b>	<b>\$198,000</b>	<b>\$90.57</b> <small>(\$162 Now)</small>
<b>Pine Grove Township</b>	<b>4,123</b>	<b>63%</b>	<b>\$378,000</b>	<b>\$91.68</b>
<b>Tremont Township</b>	<b>280</b>	<b>4%</b>	<b>\$24,000</b>	<b>\$85.72</b>
<b>TOTAL</b>	<b>6,589</b>	<b>100%</b>	<b>\$600,000</b>	<b>\$91.06</b> <small>(Average)</small>

**\$91.06 Annual Per Capita Cost = .25 per Day**



# Household & Per Capita Costs

# 2019 Household Costs



**Total Police Budget = \$600,000**

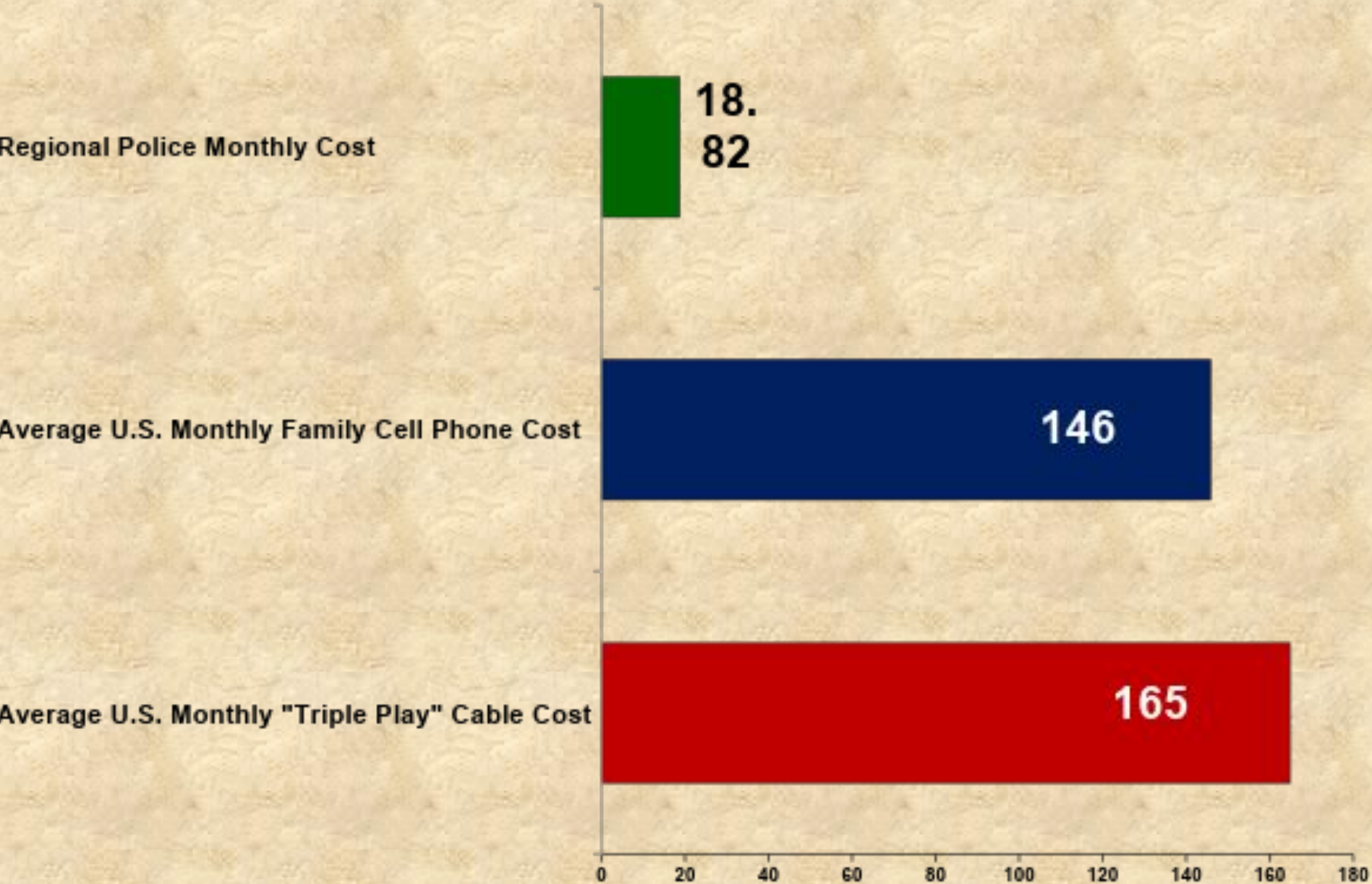
**Number of Households = 2,657**

**Annual Household Cost = \$225.82**

**Monthly Household Cost = \$18.82**

**Daily Household Cost = .62**

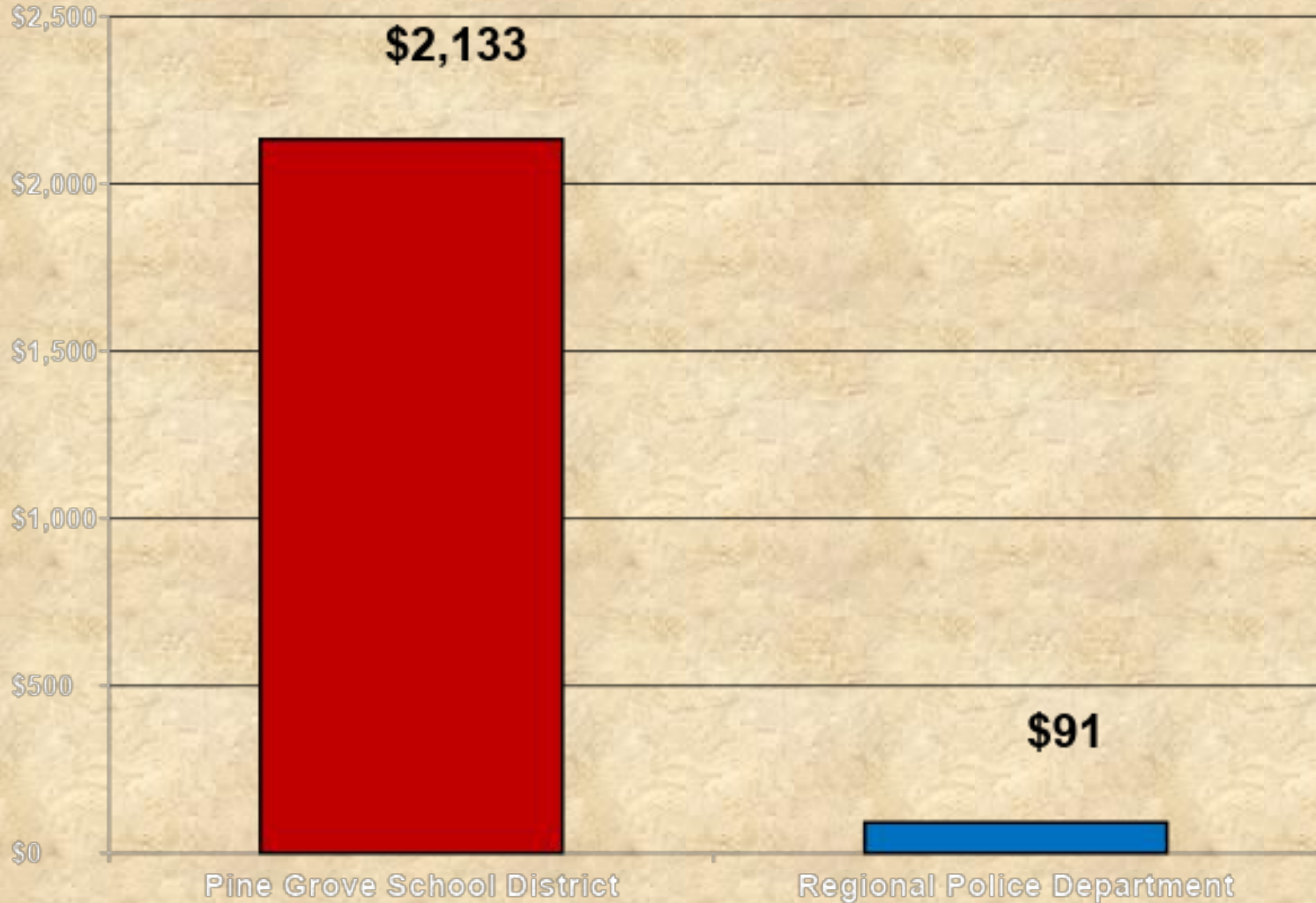
# Monthly Household Cost Comparison



# Annual Per Capita Cost Comparison

**\$24,072,527 Pine Grove School District Budget - Population 11,284**

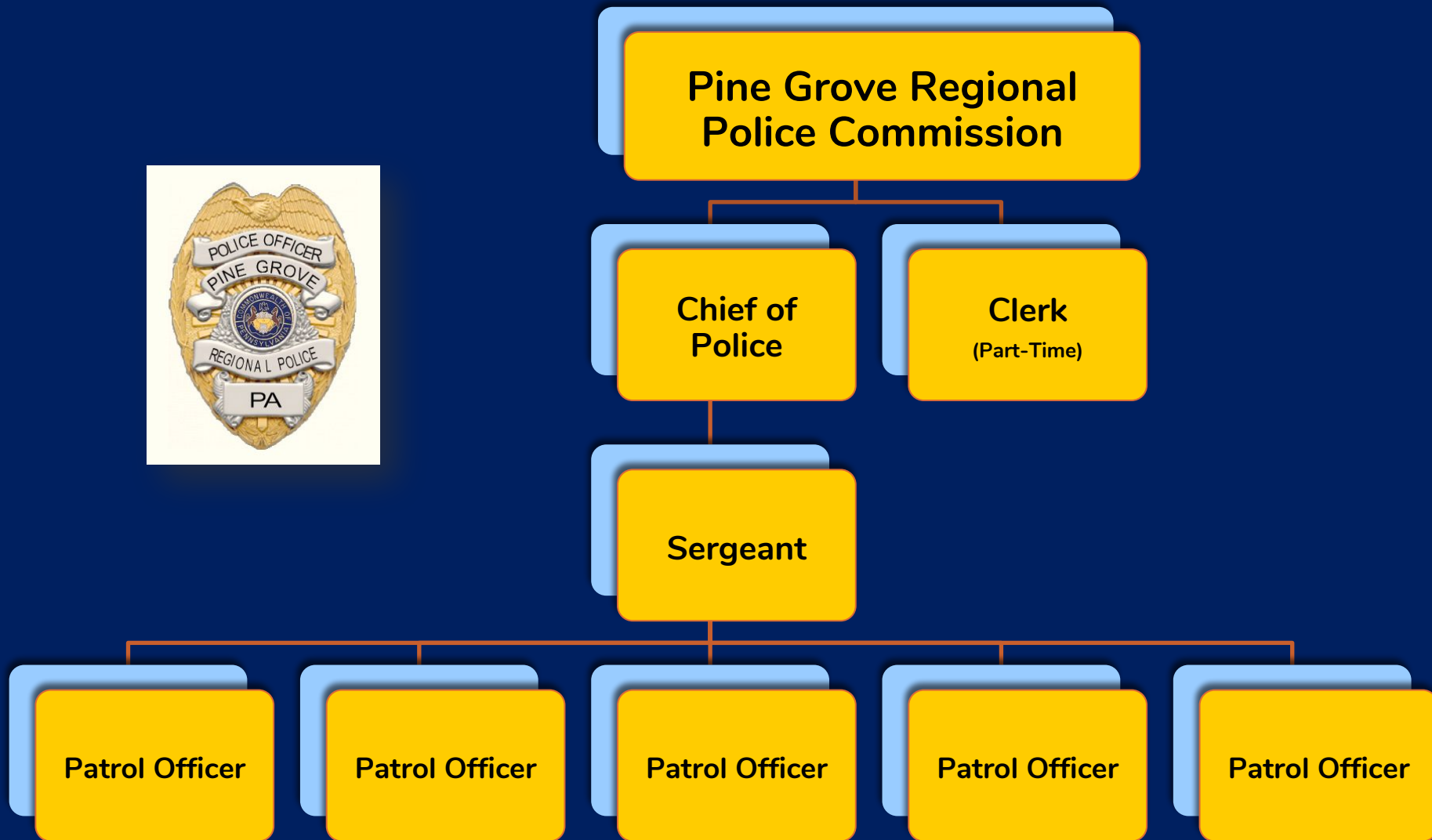
**\$600,000 Regional Police Budget - Population 6,589**



**Organization,  
Vehicles  
& Facility  
Recommendati  
ons**

# Pine Grove Regional Police Organizational Chart

## 7 Full-Time Officers & 1 Part-Time Clerk



# Police Vehicles Recommended

Current Pine Grove Borough Ratio = 1.7 Officers per Vehicle  
Proposed Pine Grove Regional Ratio = 1.8 Officers per Vehicle  
IACP recommendation is between 1.5 and 2.0



<b>Marked Vehicles</b>		<b>Unmarked Vehicles</b>	
<b>Patrol (Cars &amp; SUV's)</b>	<b>3</b>	<b>Administration</b>	<b>0</b>
<b>Auxiliary / Traffic</b>	<b>1</b>	<b>Auxiliary / Traffic</b>	<b>0</b>
<b>Spare</b>	<b>0</b>	<b>Detective Unit</b>	<b>0</b>
<b>Total</b>	<b>4</b>	<b>Total</b>	<b>0</b>

**Current Total = 3 / Proposed Total = 4**

# Possible Regional Police Headquarters # 1

115 Mifflin Street, Pine Grove PA (1,800 +/- sf needed for Police HQ)





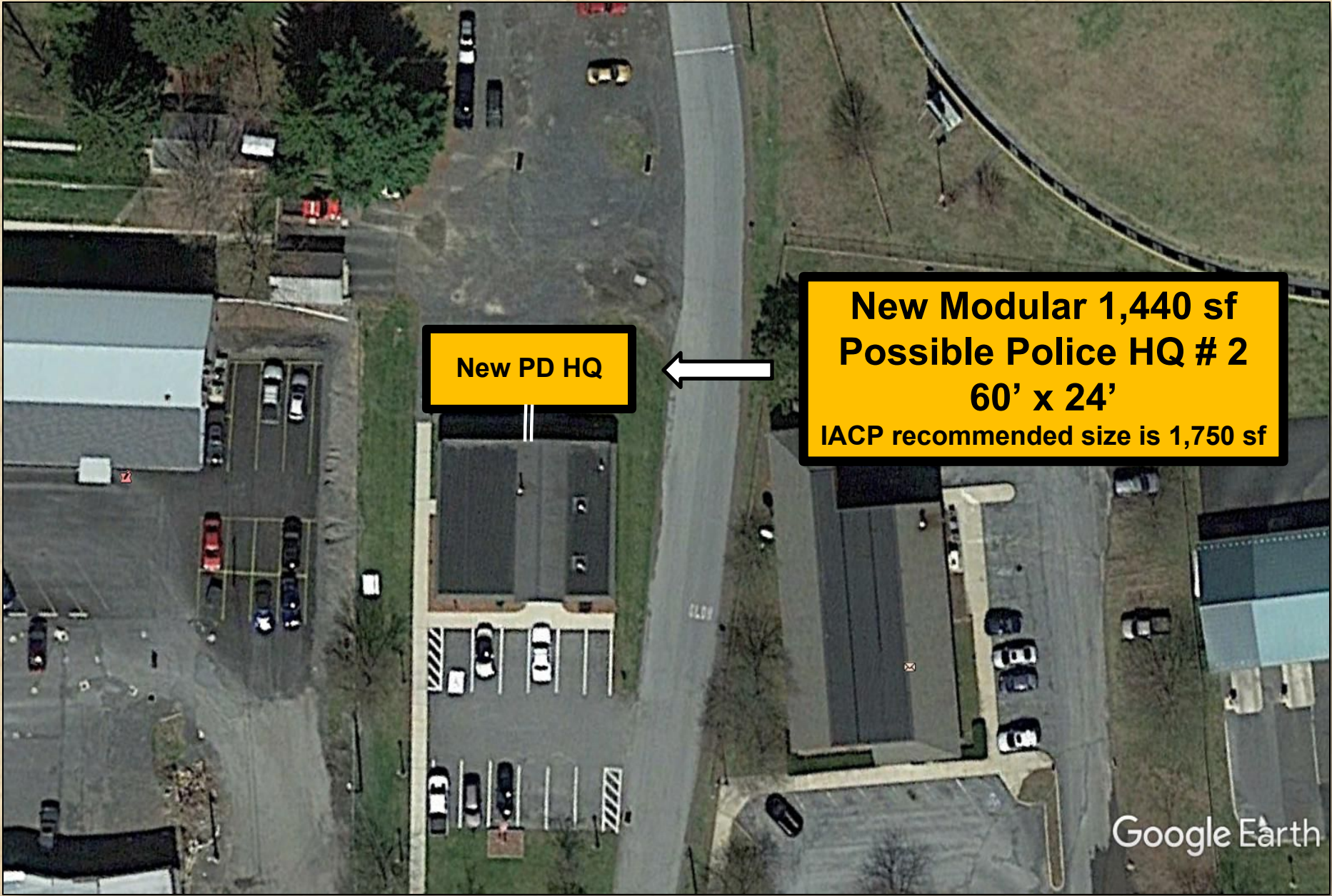
**115 Mifflin Street, Pine Grove PA**





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Google Earth



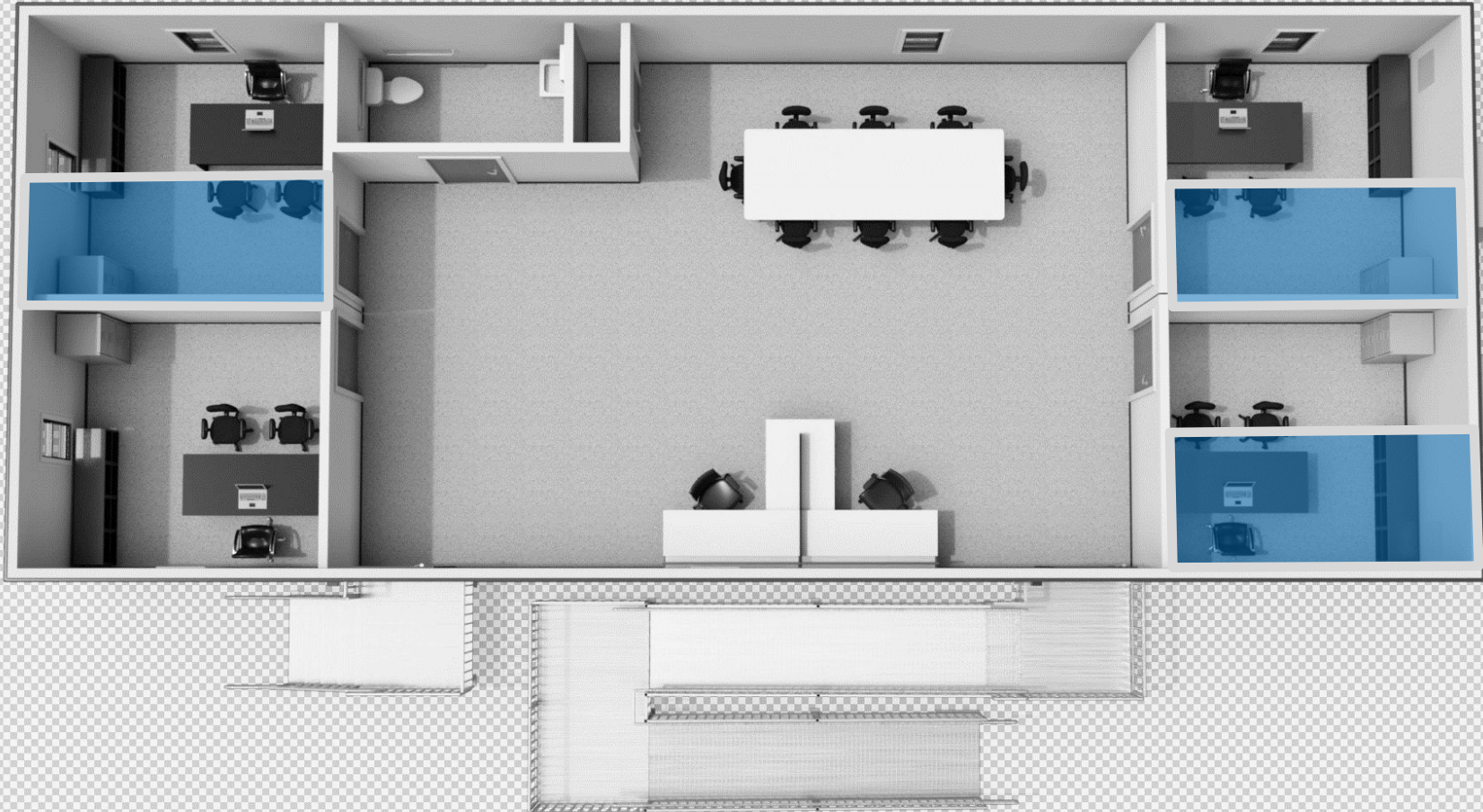
**New PD HQ**

**New Modular 1,440 sf  
Possible Police HQ # 2  
60' x 24'  
IACP recommended size is 1,750 sf**



**Proposed 60' x 24' Modular Police Facility (1,440  
sf)**

# Sample Floorplan for 60' x 24' Police Facility (1,440 sf)



## ***Rooms Should Include:***

12' x 12' Chief's Office, 6' x 12' Locker Room, 6' x 12' Interview Room,  
6' x 12' Secure Holding Room, 6' x 12' Evidence Room,  
Sergeant / Officer's Workstations, File Storage Area, Clerical / Reception Area

**Regional  
Police Savings  
&  
Various Grants**

# Projected Future Year Cost Reductions

Equipment Budget Item	Less Amount
• Vehicle Equipment (Only needed once for 4 <sup>th</sup> new vehicle)	-\$3,000
• Equipment & Decaling for two retained vehicles (1x only)	-\$4,000
• Building Set-up Costs, New Signs, Furniture, etc.	-\$5,000
• Uniforms (\$1,200 down to \$700 per officer after 1 <sup>st</sup> year)	-\$3,500
• <b>Projected Budget Reduction After 1<sup>st</sup> Year Start-Up Costs</b>	<b>-\$15,500</b>
Possible Grants for Regional Police Departments	
• PA DCED Grant for start-up costs – <i>Regional PD's Only</i>	
• PA Crime & Delinquency Grant for Police Chief's salary – <i>Regional PD's Only</i>	
• Various Federal and/or State Grants (Body Cameras, Technology, Vests, etc.)	
• PA State Gaming Revenue and/or Liquor Control Board Grants	
• Private or Corporate Grants (Insurance Company, MADD, etc.)	
• PA Department of Education School Grants (SRO Grant, SADD, etc.)	



**Slate Belt Regional Police Department, Northampton County, PA**  
**Established March, 2015 for Pen Argyl Borough, Wind Gap Borough & Plainfield Township**  
**Total Population 12,453 with 21 Full-Time Officers**

- DCED (IACP Formula) estimated the annual incidents to be 6,849
- In 2016, the actual reported incidents were 6,691 (- 158)
- For 2015, DCED estimated the Cost per Officer to be \$107,700
- For 2017, the actual Cost per Officer was \$114,285 (+ 6% over 3 years)
- From 2016 thru 2019, the total PD budget has increased only 3.35%
- From 2015 to 2017, the total grant amounts received was \$270,000



**Polaris 900 ATV given to the Slate Belt Regional Police Department in October, 2018 with a grant from Monroe County. Cost is approximately \$15,000.**



# Southern Chester County Regional Police Department

**20 Full-Time Officers & 2 Clerical Staff**

**Population 14,895**

**Established January, 2017**

**West Grove Borough & New Garden Township**



- DCED (IACP Formula) estimated the incidents at 8,192
- In 2017, the actual incidents were 8,472 (+280)
- DCED estimated Cost per Officer at \$152,000
- In 2017, actual Cost per Officer was only \$127,000 (-\$25,000)
- In 2017, the grant amounts received were \$138,261
- In 2018, they began construction on a new \$4.5 M Police HQ

## **Grants obtained by the Central Bucks Regional Police Department, Doylestown, PA in 2017 & 2018**

- **Federal: U.S. Dept. of Justice - for Body Worn Cameras for Officers**
- **State: Pennsylvania DCED - for Municipal Police Assistance and Regionalization Costs**
- **State: PA Commission on Crime & Delinquency - for the Police Chief's Salary and Benefits**
- **State: PA Liquor Control Board - for Underage and Dangerous Drinking Enforcement**
- **Local: Delaware Valley Insurance Trust - for various Officer Safety equipment items**

# Summary of the Proposed Regional Police Department

- 7 Full-Time Officers Including:

- 1 Chief of Police
- 1 Sergeant
- 5 Patrol Officers
- 1 Part-Time Clerk



- New centrally located Regional Police Headquarters
- ***24-hour minimum coverage by 1-2 Patrol Officers***
- Full patrol coverage for all 63.2 square miles
- ***Greatly increased response time to all calls for service***
- 4 Police Vehicles (2 newly purchased SUV's proposed)
- Standardized Uniforms, Cars, Equipment & Policies
- Eligibility for various Federal and State Grants
- ***Daily per Capita Cost of only .25 per person***

The Governor's Center for

**Local Government Services,  
and the project consultant,  
Chief Joseph L. Kirschner (Ret.),  
would like to thank the  
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from the participating  
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excellent cooperation and  
assistance in the timely  
completion of this regional**

**police study**



## **The Governor's Center for Local Government Services**

**Mr. Richard P. Vilello, Jr., Deputy Secretary**  
**Community Affairs and Development**

**C. Kim Bracey, Executive Director**  
**Governor's Center for Local Government Services**

**Mr. Ron Stern, Local Government Policy Manager**

**Chief Joseph L. Kirschner (Ret.), Police Consultant**