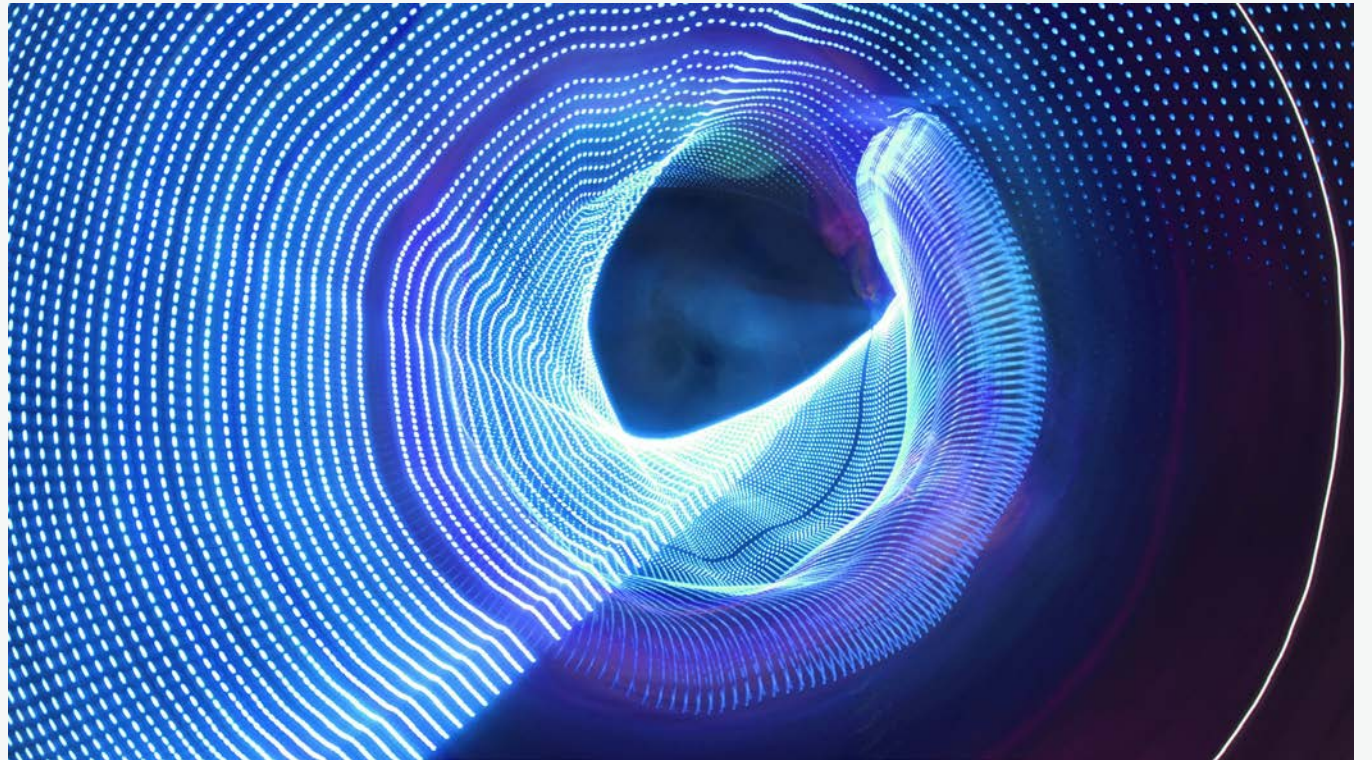




Camden Police Department

2023-2024

Budget Review




Staffing

- The Camden Police Department is staffed as follows:
- (1) Chief of Police (Shared with Rockport) Police Chief costs are based on Town population statistics. Camden pays 59.29% and Rockport 40.71% for Police Chief services.
- (1) Lieutenant
- (2) Patrol Sergeants
- (1) Detective Sergeant
- (6) Patrol Officers
- (1) Parking Enforcement Officer
- (1) Administrative Assistant
- Staffing has remained at current levels for more than 2 decades
- There are currently 3 vacancies in the Patrol Division. These positions were the result of 2 long-time officers and one newer officer taking positions with other agencies. One left for a second in command position with the Sheriff's office. Another was offered \$6.00 more per hour at Thomaston PD to start. The third took a School Resource Officer position with Belfast PD. We currently have three potential candidates for these vacancies that we are working with. All three will need to attend Pre-Service and the 18-week Police Academy.


Hours of Operation



- The Camden Police Department is staffed 24 hours per day, 7 days per week, 365 days per year. There is always an officer on duty in the Town of Camden.
 - Our Administrative Office is staffed from 7:30 AM - 4:00 PM M-F
 - When the office is closed, there is a phone located in our lobby at 31 Washington Street that will connect you with our Communications Center in Rockland.
 - The Camden office number is 236-7953
 - The Communication Center's non-emergency number is 236-3030 & 594-5656 or 911 for emergencies.
- 


Officer Schedules



- The Camden Police Patrol Division officers work a 4-day on 4-day off schedule. Officers in the Patrol Division include Patrol Officers and Patrol Sergeants. Patrol Officers bid for shift preference each April by seniority. Patrol and Sergeants work 10-hour shifts.
 - The Detective Sergeant works a 4-day on 3-day off schedule. The Detective Sergeant works 10-hour shifts
 - Administration including Chief and Lieutenant work 4-day on 3-day off schedule. The Chief and Lieutenant work 10-hour shifts. The Chief and Lieutenant are on call 24 hours a day, 7 days a week. One of us is always available to take calls or call outs if needed.
 - Administrative Assistant and Parking Enforcement work 5-days on 2-days off 8-hour shifts
- 

Overtime




- Overtime is appropriated to cover vacation, sick leave, trainings, vacancies, court appearances, investigations, special events, weather events, critical incidents, etc. To keep overtime at its current rate of \$55,000.00 per year we are creative. Average cost of overtime for Sergeant and Patrol is \$47.25. per hour. That amount covers 1,164 hours of overtime. This is a decrease due to wage increase of 81 hours from 2022. We do not cover all vacant shifts. We make sure we have enough officers to cover shifts safely. We use many factors in deciding where we can operate at reduced staffing levels. Some factors used to determine staffing levels are past call history on certain days, officer experience levels, call volumes, estimated influx in population (Summer/Winter), special events happening in the area, etc. A typical year will have the department operating with adjusted staffing levels and not covering 200 shifts. Approximately 75 or more shifts are filled with 4-hour blocks of overtime to cover the busiest portion of the shift. We also adjust schedules when needed to accomplish shift coverage. If we were to fill all vacant shifts, we would be well over 100K per year for overtime coverage.
- 

Inland Harbor Master/Lake Patrol

- In 2022, Camden Police Department officers started conducting watercraft patrols on our inland waters. Our Officers have received training from the Maine Warden Service, United States Coast Guard, and trained with former Parking Officer Scott Entwistle who holds a Captain's license and trainer credentials. I took on the Inland Harbor Master's position to assist in watershed issues that arise. There has been a need to have a visible law enforcement presence at the lakes due to watercraft violations and potential safety issues. Officers conducted approx. 25 details from May-September. In our first year of lake patrols, Officers concentrated on voluntary compliance for violations such as expired registrations, life jackets, speed and watercraft operation with the issuance warnings both verbal and written. There were no serious issues such as impaired operation. We seem to have achieved compliance without issuing a single summons. Reaction from the public was very positive. I have requested funding in the amount of \$11,500 for 16 hours per week for a 12-16-week period from May-September for Lake Patrol.

Training and Equipping New Officers



- In budget year 2024, we will potentially be training three new officers. These officers are new to policing and will require the following Maine Criminal Justice Academy training and equipment. You will see an increase in both the training and equipment lines. It is estimated that the cost for training and equipping will be at around \$10,000 per officer.
 - Pre-service Phase 1 - Online training
 - Pre-service Phase 2 - Two-week hands-on training
 - Pre-Service phase 3 - On the job training
 - 18-week Maine Criminal Justice Academy
 - Each Officer will also need to be fully equipped for the Academy and regular duty. The equipment needed are Uniforms (Both regular duty and Academy, ballistic armor (Vest & Helmet), Gun belt and gear, Taser, BoloWrap System, Radio, foul weather gear, boots, Jackets etc.
- 

Budget Breakdown

- By far, the largest expense of the Camden Police Department budget is personnel costs. In the current operating budget 93.3% is allocated for personnel cost. This leaves 6.7% for departmental operating expenditures.

Collective Bargaining




- The Camden Police Patrol Division is represented by the Maine Association of Police for collective bargaining.
- We are currently 7 months into our new contract. The Town and Collective Bargaining Unit negotiated this most recent contract in-house without the need for outside negotiation counsel. This is a great savings for both the Town and Bargaining Unit.
- The Current Union contract will expire June 30, 2025

Services

- The Camden Police Department is adequately staffed (When all current allotted positions are filled) and funded. Having both proper staffing and funding allows us to provide 24-hour a day 3 tier services to the citizens of Camden.

Tiers of Service



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- Tier One service is emergency response. These calls involve in-progress crimes where the presence of Police Officers is needed to repress criminal activity and protect citizens. This category would include order maintenance and disturbance calls that would lead to violence or property destruction as well as medical emergencies. These are time critical calls where the Officer can take some type of prevention, deterrence or apprehension action to provide other emergency services. All Police agencies must respond to these type of calls

Tiers of service

- Tier Two service is non-emergency response where Officers respond to calls after the fact, primarily collecting information and statements necessary to produce reports. These calls, while an important service, do not require rapid response. These would include things like late report accidents, stolen property and informational complaints.


Ties of service

- Tier Three service deals with life quality issues such as crime prevention efforts, traffic management, community policing, foot /bike patrols, drug take backs, well-being checks, Covid-19 issues, and safety seat inspections to name just a few.



service

Yearly calls for

- The Camden Police Department had total of 5,610 calls for service in 2022.
- 

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Camden Police Department
Law Total Incident Report, by Nature of Incident

4103
Page: 1

Nature of Incident	Total Incidents
911 Hangup	203
911 Mis-Use	1
911 Open Line	41
Abandoned Vehicle	2
Motor Vehicle Accident	28
Administrative	67
Agency Assistance	336
Alarm	138
Alcohol Offense	3
Animal Bite/Attack	3
Animal Noise	10
Animal Problem	35
Animal Welfare	47
Assault	9
ATV Operation Problem	3
Bail Check	2
Violation of Bail Conditions	5
Background Check - Government	20
Background Check - Non-Gov	4
Boating Accident or Incident	2
Burglary	2
Burn Permit	1
Business / License Checks	82
Business or License Problem	12
Car/Deer 10-55	21
Check In Per Court Order	25
Child Abuse or Neglect	1
Chimney Fire	1
Citizen Assist	68
Citizen Dispute	11
Civil Problem	21
Communications Problem	2
Criminal Mischief	22
Custodial Interference	3
Dead Body	4
Deliver Message	5
Detail Assignment	37
Disabled Vehicle	30
Disorderly Conduct	49
Domestic	23
Drug Take Back	136
Controlled Substance Problem	4
Electrical Hazard	1
Emergency	1
Traffic - Erratic Oper Vehicle	46
Escort	20
False Information to Police	1
Fingerprinting	31
Fireworks	5
Fish & Game	15
Foot Patrol	99
Found Property	126
Fraud	22
Harassment	23
Hit and Run 10-55	20

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15:44

Camden Police Department
Law Total Incident Report, by Nature of Incident

4103
Page: 2

Nature of Incident	Total Incidents
Identity Theft	1
Information Report	209
Intoxicated Person	20
Juvenile Problem	45
Litter/Pollution/Public Health	8
Lockout	1
Lost Animal	15
Lost Property	48
Medical Emergency	1
Mental Health Issue	33
Miscellaneous CAD Call Record	3
Missing Person	9
Mutual Aid	2
Burglary of a Motor Vehicle	14
Motor Vehicle Complaints	101
Nuisance	52
Operating After Suspension	1
DUI Alcohol or Drugs	9
Overdose	11
Paperwork Servd For Othr Agenc	42
Paperwork Servd For This Agenc	13
Parking Problem	111
Traffic Accident w/ Damage	127
Pedestrian Check	9
Violation of Protect Frm Abuse	10
Traffic Accident, w/ Injuries	4
Police Information	11
Release of Property	30
Property Check	1168
Property Damage, Non Vandalism	11
Public Relations	18
Public Works Referral	19
Radar Detail	518
Recovered Stolen Vehicle	1
Sand For Seniors	6
School Visit	5
Search Warrant	2
Sex Offense	3
Sex Offender Registration	12
Report of shots fired	3
Stray Animal	45
Structure Fire	2
Suspicious Vehicle	42
Suspicious Person/Circumstance	72
Theft	42
Theft - Automobile	1
Threatening	7
Traffic Detail	28
Traffic Hazard	56
Traffic Violation	80
Traffic Stop	55
Trespassing	28
Underage Drinking	1
Unsecure Premise	23
Utility Problem	17

01/24/23
15:44

Camden Police Department
Law Total Incident Report, by Nature of Incident

4103
Page: 3

Nature of Incident	Total Incidents
Vagrancy	1
Vehicle off roadway no damage	5
Vehicle / Pedestrian Accident	1
Vehicle Maintenance	71
Vehicle Search	1
VIN Number Inspection	4
Wanted Person	6
Water Rescue Incident	1
Well-Being Chck	386

Total Incidents for This Report: 5610

Report includes:

All dates between `00:00:01 01/01/22` and `23:59:59 12/31/22`
 All agencies matching `0701`
 All natures
 All locations
 All responsible officers
 All dispositions
 All clearance codes
 All observed offenses
 All reported offenses
 All offense codes
 All circumstance codes

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Community Programs



- The Camden Police Department offers several programs to assist our residents.
- Good Morning Calls - This program has us calling seniors or those without regular contact to receive a call each morning to check on their well-being. If there is no contact with a participant, an officer will respond to check on them. Since the beginning of the program, we have had two incidents where an officer's response most likely saved the participant's life.
- Sand for Seniors - This program has participants calling if they need sand for their walkways to help them avoid slips, trips and falls. If a request is made, a bucket of sand will be delivered, and in some cases spread for the participant.
- Unwanted Medication Collections - We offer collection dates, an in-house collection box, and pick up of unwanted medications from residents.
- Resident Fingerprinting - This service is offered for those who might need fingerprinting for licensing, travel, employment, etc.


Grants



- In 2022, the Department received grant funding from both the Maine Bureau of Highway Safety and the Midcoast Council of Governments.
- The Bureau of Highway Safety Grant was used for the upgrade of our cruisers to allow E-citation electronic ticketing. This allows officers to issue traffic tickets electronically with copies sent directly to the Violations Bureau right from the cruiser . This grant was in the amount of \$1,200.
- The Grant from MCCOG was a full grant that was part of a large federal grant. Camden PD received \$38,119.27. This money was used to install new state of the art "Patrol PC" mobile data terminals in each cruiser and upgrade the Department's server while saving the Town from these expenses.

Fleet Vehicles



- At the request of the Camden Select Board the Department is currently transitioning to hybrid police vehicles. The Department currently has a Ford Fusion Police Responder and a Ford Interceptor SUV both of which are gas/electric hybrid models. We are currently keeping our patrol vehicles in excess of 4 years. We have doubled the time we are keeping our vehicles since I became Chief. Our fleet is regularly maintained and taken care of. The quality of today's vehicles, our maintenance schedule and the expense of new vehicles makes this a necessity. The cruiser we replaced in 2022, unfortunately, was not a Hybrid. Due to low production and limited supply, we replaced the aging cruiser with a 2022 Ford Interceptor SUV gas model. I appreciate the Board's understanding in this matter and allowing us to make a purchase in 2022. I continue to explore options such as the "all electric" vehicles but feel at this point, gas/electric hybrid is a better fit for our Department. I have decided to forego a cruiser purchase this budget year. In the spring of 2024, Chevrolet will be introducing it's all electric Blazer Police Pursuit Vehicle. It appears that this vehicle may be the option for us to move into fully electric vehicles. There is currently no pricing of this vehicle available. Some articles I have read lead me to believe it will be in the area of \$65,000. It is unknown if there will be State or Government assistance that might help with pricing. We would also be looking in the area of \$12,500. for set up costs. I have requested to appropriate \$30,000 in a Police Cruiser Reserve to help offset the future purchase of a new cruiser.
- 

Working with Rockport

- The Camden and Rockport Police Departments continue to operate as two separate agencies. The Departments share a Police Chief who serves a dual role. The Camden & Rockport Officers work closer than ever. Officers and supervisors are sworn in both jurisdictions and can work in either Town when needed. Supervisors from each agency are granted authority to make supervisory decisions in either Town. Officers share dual matching policies and procedures in both Towns. In 2021, the Departments contracted with Dirigo Safety to bring all Departmental policies to “Maine Law Enforcement Accreditation Program” (MLEAP’s) standards. This joint effort will give our officers a wider range of both Operational and Bureau of Labor standards to follow. It will also move both Departments towards future full Departmental accreditation. Having access to the latest updated policies will also reduce liabilities to the Towns. The cost is shared between both agencies. Camden has paid for the first year (\$3,750) and Rockport paid the 2022 portion of the project. Dirigo Safety was generous to give us two-for-one pricing as both Departments share matching policies. In the spring of 2022, our Policy project was completed with Dirigo Safety. Our Policies were uploaded to the Maine Municipal Document server. Policies were assigned to Officers for review, testing and sign off. All officers in both Departments have completed the review and started their review for 2023.
- Staffing from either agency can be used to fill vacancies in times of need. Each agency tries to fill any coverage in the Department with staff from that agency first. If nobody is available, then the other agency is contacted for coverage. Officers are permitted to cross Town lines for emergency backup when needed. This assures officers responding to critical incidents have proper back up. Our supervisors are authorized to make critical calls such as ending a chase or directing resources in either Town whereby reducing officer and Town liabilities. Camden and Rockport have historically worked very close together. This new phase allows for even closer working relationship. Our agreement allows better coverage for both communities without increasing personnel or budgets.

Bicycle Patrol

- The Town Manager and I have discussed interest expressed by the Select Board to have Officers resuming bicycle patrol in the coming year. Due to current staffing levels and the possibility of training of 3 new officers this summer, I don't believe this can be accomplished for the summer of 2023. We will continue foot patrols in the downtown area during the summer months and our parking enforcement officer will be assigned to the downtown area during the day. The Parking Officer will also be trained as a Basic EMT so we will have someone in the area to first respond to emergency calls. I am submitting a budget proposal for a Bicycle patrol beginning summer of 2024. Bicycle patrol is not as easy as one would think. We just can't put an Officer on a bicycle and tell them to go patrol. It requires Officers to be specifically trained in Police Bike patrol and tactics techniques. Not doing so would create a serious liability to the Town. The bicycles are specially built for Police Bike Patrol and Officers need to be properly uniformed and outfitted. Training is not always available in the State so we may need to send Officers out of state for training. Our officers work staggered shifts so I would look to train at least 4 officers for this to be successful. Bicycle patrol can not be conducted when all shifts are not fully staffed. Taking an Officer out of a cruiser for bicycle patrol impacts response time to complaints and limits Officers with equipment carried in our cruisers. An Officer on Bike patrol is basically only of use for certain complaints in a much smaller geographic area. Many years ago, when Camden had bike patrol the Department hired a part-time summer Officer who worked both foot and bike patrol in the downtown area. Other Officers were trained and worked bike patrol when we had adequate staffing levels. If this is a Board priority, we are happy to accommodate this program.

Bike Patrol Start Up Cost

- Below is an estimate for the costs of the initial start-up for bike patrol for the Camden Police Department.
- Each Officer must be certified through the International Police Mountain Bike Association. There are two options for this training. If an Officer must attend a class out of the area/state, the cost of the course, room and board, meals and gas is approximately \$1,000 depending on the location of the course and room and board costs. If more than one Officer attends the training, room and board could be shared.
- If the Police Department can host a class, the cost per Officer would be minimal. Each Officer attending would need to have their own bicycle.
- The cost per Officer for uniforms and duty gear would be approximately \$650 each.
- I believe the Department should have a minimum of two bicycles. The cost for a Recon Interceptor E Bike is \$4,970. That included the bike, extra battery, police light kit and duty bag. The cost of a Fuji Code 3-XT Police Bike with lights, duty bag is \$1,299.
- I have estimated the yearly maintenance on the regular bikes at \$200, while a maintenance cost for the E Bike is currently unknown.
- For this program to be successful, we would look at training four Officers. Two-day shift and two-night shift Officers. Our Officers work 4-day on and 4-day off shifts. With four trained Officers, we would not have any lapse in Bike Patrol coverage
- Finally, a bike rack for the back of the cruiser is estimated at \$150.

Communication

- The Camden Police Department's radio and telephone communications is contracted with the Knox County Regional Communications Center in Rockland. The Communications Center takes all emergency 911, most business calls and radio dispatches Officers for the department.

Support Services



- In the fall of 2021 Chief Tim Carroll (who was Sheriff at the time) and I started discussing the need for support service in our area. We had discussed possibly sharing the cost of someone to assist officers with mental health issues, drug and alcohol issues, general assistance, homelessness and a resource for those in need of support service. We continued our discussion into 2022. Chief Carroll took the Chief's position with Rockland Police Department, so our project slowed down a bit during his transition. In the fall, Chief Carroll and I started discussing the possibility of a Camden-Rockport-Rockland shared Community response person that could assist all three municipalities. We met with Managers from all three municipalities to discuss a possible Pilot project. Knowing that Knox and Waldo Counties have had great success with "Volunteers of America" (VOA) with positions like this, we reached out and met with them. VOA submitted a proposal for a "community response person" that would be assigned to the three municipalities for a cost of \$100K per year. This is obviously a large figure, but the need in all communities is great. We have asked VOA if it was possible to seek grant funding for this position. VOA, who already has a grant funding Knox and Waldo County, will be adding all three municipalities in an upcoming grant they are submitting. Until that time, they have spoken with Knox and Waldo Counties about sharing resources in their current grant to get a program started in Camden-Rockport-Rockland. Both counties have graciously agreed to share resources with us in the short term. The new grant should be awarded in early summer. If grant funding does not come through, there is still a great need for these support service. I have placed \$50,000.00 in this budget to prepare Camden if we do not receive funds to cover this important position.

Closing

- In closing I would like to thank the Budget Committees, Town Managers, and Select Boards, both past and present for your continued support of the Camden Police Department. Camden enjoys a very low crime rate due in part to proper staffing, equipping, training and funding of our department. Without those factors and support of all, I believe Camden would not be the special place it has always been and continues to be today.
- Thank You!
- Chief Randy Gagne