FRANKLIN COUNTY

SHERIFF

POLICE SERVICES AND PARTNERSHIP PROPOSAL FOR THE TOWN OF GEORGIA

EXECUTIVE SUMMARY

The Franklin County Sheriff's Office (FCSO) appreciates the challenges communities within Franklin County are facing. The issues Georgia Town Leadership are addressing are not unlike that of other communities for which the FCSO currently provides police services. The incidents of drug related crimes are a constant burden to the resources of a community and the costs to prevent, detect, investigate and prosecute are of equal burden. Issues with property and traffic related crimes are a constant threat to our small town Vermont quality of life. The need for grass-roots community policing efforts has never been more important than it is today. The prevalence of heroin, cocaine base ("crack" and/or cocaine) combined with the emergence of fentanyl and methamphetamine and the reemergence of prescription drug use plague our society. Methadone clinics are popping up as the small farms and mom and pop stores are vanishing.

The ability to protect our existing way of life is becoming more and more difficult and the costs for equipping our law enforcement personnel is on a perpetual incline. The FCSO understands all of this. **We understand because your community is our community.** Our leadership live in this community and are affected every day by the same things everyone else is. As tax payers, property owners, parents, volunteers, patrons and employees of this community, we all want the same things. We want to aggressively combat drug abuse while keeping a sharp eye on preventative education. We want to encourage community activities, fill our parks with kids playing and families picnicking. We want to promote patronage to our local businesses and expand our tax revenue. We want to reduce speeding on our roadways, incidents of impaired driving and serious or fatal car accidents. We want to promote positive residential and business growth. We want to provide the best services possible while spending our tax dollars wisely. **We all want the same things**. We want our Deputies to be well trained and have a focus on de-escalation practices to minimize use of force incidents. We want our Deputies to be of the highest moral and ethical fiber and to value citizen's rights as they do their own.

However, none of this can be done through law enforcement alone which is why the FCSO is committed to partnerships. We are committed to being a partner of the Town of Georgia just as we are with Enosburg, Fairfax, Sheldon, and Richford and as of July 1, 2021, St. Albans, or any one of the many and diverse partnerships listed below. We are committed to maintaining and establishing partnerships that will drive improved services and/or reduce costs to our communities.

STAFFING PROFILE

The FCSO is currently comprised of thirty-two (32) sworn Deputies and one (1) administrative staff member. The thirty-two (32) sworn Deputies are allocated based on their specific areas of responsibility into: Court Security Operations, Police Services (Patrol), School Resource Officers (SROs), State Deputies, Civil Process Service, Security Services, Recreational Enforcement and Traffic Control Services. We have many Deputies that, in addition to being certified law enforcement officers, are EMTs, Medics and Firefighters. As of July 1, 2021, we anticipate having between forty (40) and forty-five (45) personnel making the FCSO the largest Police Services agency in Franklin County.

COMMAND LEADERSHIP



Sheriff Roger Langevin, a lifelong resident of Franklin County, began his law enforcement career at the Franklin County Sheriff's Office in 1981 before working for the University of Vermont and ultimately the Vermont State Police where he retired at the rank of Sergeant serving in the Vermont Information Center.

With over twenty-five years of law enforcement experience, Sheriff Langevin brings not only a diversity of skillsets, but a passion for doing what's right. Sheriff Langevin combines a hometown, community oriented approach to how police operations are conducted within his organization.

Sheriff Langevin continues to live in Franklin County and as such, has a vested interested in the application of police services to his community.

Education: Bachelor's Degree, Liberal Arts, Johnson State College, Master's Degree, Criminal Justice Leadership, New England College.

Specialized Training/Experience

- Organizational Police Leadership
- Domestic Violence Instructor
- School Resource Officer
- Criminal Intelligence / Information Gathering
- Community Policing
- Departmental Operations

Additionally, over his career, Sheriff Langevin has received the Governor's Highway Safety Award, Life Saving Award, Vermont State Police Director's Award and a Community Policing Commendation.



Captain John Grismore began his police career in 1997 with the Vermont State Police Auxiliary Trooper Program. Captain Grismore has also worked with the Swanton Village Police Department, FCSO and St. Albans City Police before returning in his present capacity with the FCSO.

Before assuming his current role with the FCSO, Captain Grismore led the corporate security organizations at Mylan Technologies and Keurig Green Mountain (Keurig DrPepper) – both fortune 500 companies with several thousand employees globally.

Like Sheriff Langevin, Capt. Grismore has been a lifelong resident of Franklin County.

Education: Bachelor's Degree, Sociology, University of Vermont.

Specialized Training/Experience

- Command Leadership
- Crisis/Emergency Management
- Police Operations
- Hostile Intruder Preparedness & Response
- Risk Assessment/Management
- Command Center Operations
- Tactical Operations
- Interviewing / Investigations
- Workplace Violence Threat Mitigation
- Team Building & Performance Management
- Business Continuity
- Executive Protection
- Budget Operations/Management
- Grant Management
- Information Technology
- Recreational Enforcement



Lieutenant Chad Miles began his law enforcement career in 2002 with the St. Albans City Police Department before joining the FCSO in 2008. Lt. Miles is a veteran of both the Marine Corps and Vermont Army National Guard where he served for a combined eleven years including multiple deployments overseas.

Lt. Miles is the commander of the recently formed Field Force Division within the Sheriff's Office. Under Lt. Miles' charge are the Patrol Division, K9 Program and Tactical Solutions Group.



Lieutenant Paul Morits began his career in 2003 serving the FCSO for six years before joining the St. Albans City Police Department where he retired at the rank of Sergeant after serving for ten years. Lt. Morits then joined the FCSO again and is currently assigned as a School Resource Officer at Bellows Free Academy in Fairfax.

Lt. Morits is the Commander of the recently formed Support Services Division and will transition from his SRO position to his new duties in the Spring of 2021. Under Lt. Morits' charge are the Investigative Services Division, Court Security Operations, School Resource Program and Recreational Enforcement.

Lt. Morits holds certifications in dead body investigations, fire investigations and Advance Roadside Impaired Driving Enforcement (ARIDE).

Lt. Morits has experience in investigations, K9 handling, Advance Criminal Interdiction, Street Level Drug Investigations, Mental Health Crisis Response, Interviewing, Court Security Operations and Detective Unit Operations.

KEY ADVISORY PERSONNEL



Deputy Andre LaBier joined the FCSO after a long and distinguished career leading operations for the US Marshall Service. Deputy LaBier is currently assigned as an SRO at Richford High School.

Deputy LaBier has experience in major case investigations/ operations, asset forfeitures, criminal profiling, witness protection, tactical missions and operations, firearms instructor, policy development, international law enforcement operations, public relations, fugitive investigations and criminal justice procedures and anticrime and protective services operations.

In addition to his duties as an SRO, Deputy LaBier provides strategic guidance to the Command Staff on matters of policy, personnel and federal relations.



Deputy Lianne Tuomey recently joined the FCSO after retiring as the Chief of the University of Vermont's Police Services. Deputy Tuomey began her law enforcement career in 1982 with the Burlington Police Department where she achieved the rank of Lieutenant before joining UVM in 2000 at the rank of Deputy Chief. Deputy Tuomey was then promoted to Chief in 2009 where she served in this capacity for another ten years before retiring.

Deputy Tuomey has experience in executive leadership, patrol operations, community engagement, grant management, investigative services, emergency management, evidence based policing, and personnel management.

Deputy Tuomey supports the FCSO in the areas of operational guidance, policy, consulting and grant management where she is currently in the process of helping the FCSO obtain grants for body worn cameras, cruiser cameras, bullet proof vests and technology applications.

ADDITIONAL PERSONNEL TRAINING / EXPERIENCE

In addition to the personnel previously mentioned, the FCSO has personnel with specialized training/experience in:

- Urban search and Rescue
- Recreational Enforcement
- Sign Language
- Firefighting
- Hazardous Material Response
- Human Trafficking
- Self Defense Tactics
- Hate Crime and Suspect Assessment
- Mental Health First Aid
- Combat Medic
- Emergency Medical Technician
- Narcotics Investigations
- Safe Snowmobile Operations
- Heavy Rescue
- Ice Rescue
- ATV Operations
- Marine Operations
- Control and Restraint
- Military Helicopter Operations
- Sexual Assault Investigations

PARTNERSHIPS

The Franklin County Sheriff's Office is committed to developing, cultivating and preserving mutually beneficial partnerships. Listed below are the many and varied partnerships with which the FCSO is engaged.

Vermont State Police Drug Task Force

The FCSO has a long history of actively partnering with Vermont State Police's Drug Task Force to address high level criminal activity.

Currently, the FCSO has a Detective assigned to the Vermont Drug Task Force, identified as the Northwestern Vermont Drug Task Force (NWVDTF).

The primary goal of the NWVDTF is to reduce the prevalence of dangerous drugs by affecting the strongly correlated crimes of violence, property crimes, and quality of life crimes. The NWVDTF utilizes intelligence gathering and networking to selectively target drug trafficking organizations (DTOs) which are having the largest impact on the community. The NWVDTF detectives conduct thorough investigations of moderate to large scale DTOs in close cooperation with local, state, and federal partners to ensure the best possible outcomes and largest possible impact. The NWVDTF has the capabilities through its close partnerships to bring significant resources to bear as well as conduct investigations across local, state, and federal jurisdictional lines. A primary operational objective of NWVDTF in 2019 was to reestablish a significant presence in the Franklin County area. To reach this objective NWVDTF partnered with the FCSO hiring an FCSO detective. Having a detective dedicated to the Franklin County area has resulted in the identification of numerous individuals and DTOs. The primary dangerous drug threats for Franklin County are cocaine base and diverted prescription medications. NWVDTF is working closely with area agencies and currently has 21 active investigations which originated in the Franklin County area.



Vermont Association for Snow Travelers (VAST)

The Sheriff's Office has partnered with VAST to provide a dedicated police and education presence on the many miles of snowmobile trails throughout Franklin County. The focus for this partnership is to promote safe operation of snowmobiles through education and enforcement of State Laws. The Sheriff's Office has provided two (2) snowmobiles and related equipment to further this mission. Having this equipment also allows for the Sheriff's Office to deploy to speahead or assist in Search and Rescue missions anywhere in the State.

Vermont ATV Sportsman's Association (VASA)



Like with VAST, the Sheriff's Office has partnered with VASA to provide education and enforcement services on the expanding ATV/UTV trails throughout the county. The Sheriff's Office was able to partner with VASA leadership to purchase a UTV for Deputies to use. Additionally, marked patrol units will ensure that ATV/UTV operators are educated and following applicable state laws. As is the case with VAST assets, the Sheriff's Office is capable of deploying our UTV at a moment's notice to conduct search and rescue operations state-wide.

State of Vermont Buildings and General Services

From time to time, the Sheriff's Office is called upon to provide security services for entities within State owned and/or managed properties. Such entities include the Department of Children and Families, Probation and Parole, Agency of Human Services, Department of Disabilities, Aging and Independent Living, among others.

United States Department of Justice

The Sheriff's Office has developed a partnership with the US DOJ to provide funding for key projects. One of which is to establish a joint funding venture to fund a School Resource Officer position at Bellows Free Academy in Fairfax. The Sheriff's Office recognized the need to provide an SRO at BFA Fairfax, but easily recognized the funding challenges inherent in such a position. By working with the leadership within the School and leveraging contacts at the DOJ, the Sheriff's Office was able to secure over $90,000 in federal funding to cover 75% of the positon's expenses.

Additionally, through other various US DOJ programs, the Sheriff's Office has obtained equipment funding for bulletproof vests and other vital and costly equipment funding initiatives. As the Sheriff's Office is able to secure such funding, the savings are passed along to our communities through overall reduced cost of services.

The Sheriff's Office is currently in the process of obtaining grant funding for updated body worn cameras, new cruiser cameras, bulletproof vests, mobile data terminals and radios.

Vermont Governor's Highway Safety

As is the case with the US DOJ, the Sheriff's Office has sought every opportunity to obtain funding for equipment and training through Federal and State funding coordinated by the Governor's Highway Safety team. Such initiatives have produced in-car radar systems, handheld radar devices, preliminary breath testing devices, information technology equipment and software, spike strips, mobile speed carts and traffic control safety devices. Additionally, the GHS team has provided the Sheriff's Office with key training opportunities.

Again, as is the case with funding obtained from the GHS team, any items that are funded through such grants result in a lower cost of services.

Voices Against Violence / Champlain Valley Office of Economic Opportunity / Northwest Unit for Special Investigations

The Sheriff's Office provides a detective/investigator assigned to the Northwest Unit for Special Investigations. This position is a joint funded/supported position between the Champlain Valley Office of Economic Opportunity, the State of Vermont, Voices Against Violence and the Sheriff's Office with the bulk of the funding coming from the US DOJ's Voices Against Violence Program.

Enosburg Lion's Club / Vermont Dairy Festival



The Sheriff's Office has a long standing partnership with the Enosburg Lion's Club and the Vermont Dairy Festival whereby the Sheriff's Office provides police services and emergency coordination support to the four day annual event.

Lake Carmi Camper's Association

The Sheriff Office has partnered with the LCCA to provide security services particularly during the winter season to ensure that summer camps are protected. The Sheriff's Office is able to utilize assets such as our snow mobiles and UTV to supplement patrols of the Association's properties. Additionally, the Sheriff's Office has assisted in the development and control of the LCCA's annual triathlon.

Franklin County Field Days



As with the Vermont Dairy Festival, the Sheriff's Office has partnered with Franklin County Field Days to provide police and emergency coordination support services to the annual four day event held in Highgate. This highly attended event requires multiple Deputies working in alternating shifts to ensure the safety and security of all participants, vendors and attendants.

Vermont Agency of Natural Resources / Department of Parks & Recreation

The Sheriff's Office has partnered with the VT Agency of Natural Resources / Department of Parks and Recreation to provide police services to the Lake Carmi State Park and Campground through the summer season.

Our other partners include:

- Vermont State Police
- St. Albans City Police
- Swanton Police
- US Customs and Border Protection
- US Customs and Immigration Services
- Drug Enforcement Administration (DEA)
- Bureau of Alcohol, Tobacco & Firearms (ATF)
- US Marshal's Service
- US Coast Guard
- Vermont Army National Guard
- Vermont Air Guard
- St. Albans Town Fire
- St. Albans City Fire
- Fairfax Fire
- Sheldon Fire
- Enosburg Fire
- Richford Fire
- Fairfax Rescue
- AmCare Ambulance Service
- Richford Elementary School
- Richford High School
- Bellows Free Academy Fairfax
- Enosburg Middle School
- Enosburg High School
- Soar Learning Center
- Northwest Counseling and Support Services
- Perrigo Nutritionals
- Northwest Solid Waste District
- Vermont Electric Co-Op
- St. Albans Cooperative Creamery
- Green Mountain Power
- SD Ireland
- ADA Traffic Control
- Central Vermont Public Service
- Perrigo Clothing
- FC Whitcomb Construction
- Dirt Tech Company
- American Modular Transport
- The Gorman Group

Additionally, the FCSO has literally hundreds of Civil Process Service partnerships nationwide.

POLICE SERVICES PROPOSAL

Under the proposal, the FCSO proposes to assist the Town of Georgia with proactive measures designed to target areas of concern while being open to receiving input from the community and maintaining a level of flexibility. The most significant driver to any proactive police service is positive community involvement in both the development and delivery of such services. Members of the community should have a voice and have a mechanism for sharing their concerns with a level of expectation for follow up.

The FCSO Command Leadership has an unwavering commitment to doing what's right, not what's easy. We're committed to ensuring that our Deputies are properly trained and are always focused on providing morally sound and ethically justified police services. We are committed to our Deputies' abilities to de-escalate and only use force that is prudent and justified at all times. We have demonstrated this commitment for decades and will continue to do so doing forward. We are committed to ensuring our deputies are trained in emerging trends in the counter-culture, race relations, immigration challenges, human trafficking, and civil rights.

The FCSO has demonstrated a steadfast commitment to having and "open ears" policy with other communities with which we serve. The FCSO regularly solicits feedback from members of the community and actively participates in both Select board Meetings and other Public Forums so that we can receive input into how the evolution of police services are provided. One example of this is by stepping up enforcement through Directed Patrols and other initiatives in immediate response to public request.

To further this mission, the FCSO is currently developing and/or enhancing a number of initiatives to promote positive community involvement (please keep in mind that several of these initiatives have been placed on hold due to the CIOVID-19 issues and the restrictions on social distancing):

- We are currently developing a formalized Community Advocacy Panel in the communities we're currently in that will identify key memberships with all levels of the community that will have a defined conduit for information sharing.
- We are enhancing our outreach to business to help them increase their security and vigilance.
- We are developing the first FCSO Cadet Program (similar to the National Police Explorer's Program) that will engage young members of the community to help them not only develop a positive understanding of police and the services they provide, but to help shape their development and growth through training, education, and mentoring.
- Extend reporting and outward communication through our website and other social media channels.
- Leverage our diverse skillsets to bring non-traditional police services to the front line.
- Diligently pursue state and federal funding to supplement police services and equipment.
- Utilize existing Governor's Highway Safety funding to target motor vehicle related issues and conduct periodic high visibility traffic enforcement or setting up speed carts in key locations to gather key data to be used in more defined patrols.
- Leverage existing and to-be-identified relationships with Government, State and Local law enforcement partners to collectively address mutual challenges.
- Continue to actively participate in Town Meetings and other public forums.

Police Response / Supplementary Services

To ensure officer safety and continuity of police services during incidents, the FCSO would rely on existing partnerships through defined Memorandums of Understanding (MOUs) with the Vermont State Police, St. Albans City Police, Swanton Police and US Customs and Border Protection to provide "back up" officers for critical matters. The FCSO equally participates in back up or "agency assists" to the aforementioned agencies on a periodic basis as needed. The expectation for Deputies is to only respond outside of their areas of responsibility for officer safety purposes and that if called, they will promptly return to their area of responsibility. This is a natural and well established practice among all law enforcement partners in the State of Vermont.

Intelligence-Led Policing, simply, is the incorporation of information to help dictate how police services are applied and when. The FCSO uses a variety of resources to help shape the application of our services to ensure both a qualitative and quantitative approach. Two members of our organization, Sheriff Langevin and Detective Sergeant Mark Lauer, were instrumental in commanding the Vermont Information Center (VIC) for many years. Leveraging their experience, we have been able to utilize the VIC's resources to ensure a holistic approach to both the day to day policing strategies of our Deputies and in formulating more broad strategies to stay aligned with emerging trends.

We also utilize periodic review of operational statistics (incident review) to help focus additional resources and emerging trends in criminal activity.

Lastly, we use "smart speed carts" to help curb speeding as well as to provide information on traffic volumes and time of day patterns. This information is used to apply motor vehicle enforcement resources at times when those resources would be most productive in addressing motor vehicle related issues.

Community Policing can be defined as the "grass-roots," "person to person" process for developing rapport, sharing information, partnership development with the public and the open solicitation of feedback into the development of police service practices within the community. As noted previously, the FCSO has developed strong mechanisms for not only pushing out information to the public, but for capturing feedback in a timely manner including leveraging conduits to share information anonymously.

We routinely conduct "directed patrols" which are initiated from information we receive from the community. We receive a complaint about a specific concern and direct our activities to address the concern. We identify specific areas within our communities that may have a higher incidence for criminal activity depending on the time of day or day of the week and shift our resources to those areas to ensure the best value.

We conduct high visibility patrol activities to address motor vehicle concerns (speeding, reckless driving, impaired driving, etc.). We leverage grant money to support these initiatives at no cost to the community.

The FCSO is committed to being in the community in a positive and productive manner whether it is through attendance at public forums or stopping to throw a football with some neighborhood kids or periodically checking in with the local businesses, we are committed to being approachable and visible. We will continue to look at innovative ways to leverage technology and develop relationships with members of the community.

To address drug crime concerns as well as all other concerns facing a community, the FCSO will extend its steadfast commitment to:

1. **Training and Education:** We are committed to ensuring our Deputies receive front line training in aspects of drug detection/abuse recognition, intelligence gathering, interviewing, and search and seizure. It is our opinion that every Deputy should have the training and education to conduct this type of work – every hour of every day. It is our mission to ensure that every FCSO Deputy has specified training in "street crimes" and the ability to develop cases.

2. **Partnerships:** As a reoccurring theme, the FCSO is committed to leveraging existing partnerships (at no additional cost to the Town of Georgia) with our embedded resource within the Vermont Drug Task Force (in addition to our many federal partnerships) to develop leads, orchestrate interdiction efforts, conduct informant operations and identify then tear out the roots. We believe that our effective and reciprocal partnerships with the larger-scale

operations are the best option to reduce criminal activity. The practice of identifying and prosecuting small level dealers and abusers does little to stop the flow of drugs into our communities. It is our focus to go after the larger scale suppliers and dealers to rip out the roots, not just gather the fallen leaves.

3. **Targeted Services:** We recognize that unlike urban communities with a variety of public transportation options, our rural communities are dependent on private vehicles for transportation. Knowing this, we focus heavily on aggressive motor vehicle enforcement. We have found that a majority of drug related activities originate from traffic stops. We know that the majority of illicit drug activity originates from the larger metropolitan areas to our south and products are transported northward to our communities via car or truck. We know that drug trafficking organizations convey their products to mid-scale distributors within our communities then to street level dealers. So, we focus heavily on conducting traffic stops and using our training and experience to "look beyond the stop" to uncover additional criminal activities.

   We know that certain areas of our communities have a higher volume of criminal or disruptive activity at certain times of the day and on certain days of the week. Knowing this, we apply our patrol resources to those areas to proactively address the issues. We know that a simple police presence is instrumental to deterring criminal and/or disruptive behavior.

Case Study 1

As a real-life and recent case study, one of our Deputies using intelligence-led policing and his street crime training identified an out of place car operating in a neighboring community. The vehicle had out of state plates and was operating erratically. Our Deputy was able to conduct a traffic stop for a minor violation then use his training to identify a large sum of cash visible within the interior of the car. Then, using his interviewing training he was able to investigate that the operator of the vehicle had multiple conflicting and inaccurate stories as to why he had such a large sum of cash. The Deputy also recognized several firearms within the vehicle one of which appeared to have been fraudulently altered. As such, the Deputy seized the vehicle and applied for a search warrant. The Deputy then allocated our resource embedded within the VT Drug Task Force to assist in the development of a warrant to search the vehicle. The warrant was ultimately granted and resulted in the seizure of approximately one pound of marijuana and several grams of heroin in addition to almost $20,000 in cash. At present, the suspect is being interviewed to determine his suppliers in an effort to cause a major disruption to the trafficking of marijuana, marijuana products and heroin, among other drugs. Through our asset embedded with the Drug Task Force, and additional federal resources such as Homeland Security Investigations (HSI) and the Bureau of Alcohol, Tobacco and Firearms (ATF), we are able to apply for 80% of the cash seized (this money helps provide for additional training and equipment that ultimately benefits our customers) as well as to indict the subject on federal firearms and money trafficking charges.

Case Study 2

Another real-life case highlights the expanded partnerships noted in Case Study 1. In this particular case, a lead was developed by one of our Patrol Deputies that developed in to a year's-long investigation into what has been termed as the largest marijuana dealer in New England. These case involved members from the FCSO, Drug Task Force, HSI, Border Patrol, US Postal Inspection Service, Vermont State Police and others. The result of this combined and very intensive investigation resulted in the seizure of almost 2000 pounds of processed marijuana and cannabis products and over $120,000 in cash. Although withheld from the media spotlight for identity protection needs, this is one of the largest marijuana seizure cases in New England in many years. This particular "dealer" was a heavy supplier to schools (particularly colleges) in Vermont and Northern New York.

This is the type of policing initiative and partnership that the FCSO uses in other communities with great success and at no additional cost – this is the work patrol Deputies are expect to do as a part of their duties. The results are plain to see and the combined efforts between the street level investigative efforts with the resources from the VT Drug Task Force, HIS and ATF, as an example, have caused a major disruption to the drug trafficking organization of which the suspect in this case was engaged.

ADDITIONAL CONSIDERATIONS

None of us are immune to the current issues facing communities and the police agencies therein. We see it every day – more today than ever – that the topic of **Use of Force** has been thrust to the forefront in how we perceive those that are supposed to **serve and protect** us. We see the ways in which negative applications of force have caused distrust of police and a lack of pride for our communities. We've seen this nationally and locally.

The FCSO has a long standing reputation of greatly minimizing use of force incidents. We have ensured that our Use of Force Policy is up to date and has incorporated the latest information and ethical practices. Built into our process is a **mandatory twenty-four (24) hour review of any use of force incidents by the Command Leadership**. As a forward looking initiative we have one Deputy, potentially two, slotted to be use of force instructors to ensure that our personnel are properly trained on the latest practices. We are committed to ensuring our personnel are trained in **de-escalation procedures** and have built such training into our standard training curriculum. We have mandated fellow Deputy reporting and intervention should other Deputies be using excessive force or acting in a manner that violates any of our policies. Any use of force incidents are subject to review with key community stakeholders as necessary.

In addition, as core values of the FCSO, we are equally focused on **Fair and Impartial Policing** and ensuring that those actions which would put innocent citizens at risk, such as **Pursuits** and **Tactical Operations** have supervisor oversight and are justified with the protection of the public being at the forefront.

We are committed to the mental and physical health of our personnel. We recognize that unchecked stressors have a way of manifesting in a negative way. To help minimize this, we are committed to

providing health benefits and time off benefits that help our personnel decompress. We are also committed to ensuring that our personnel maintain a high level of morale and extend our "open ears" policy to our employees.

COST PROPOSAL

The bottom line up front is that **we would spend your money like it was our money, because, in reality, it is**. For your consideration, the FCSO is proposing two (2) police services proposals.

The first, (Option 1), would be to staff the Town of Georgia with one (1) Deputy, 8 hours per day, 7 days a week, 365 days a year for a total of 2920 minimum yearly hours of service.

Option 1

Year 1	Service	FTE	Cal Days	Cal Hours	Bill Rate		Cost		Total
2021	Regular Staffing	1.4	365	2920	$ 56.00	$	163,520	$	191,970
2022	Dispatching					$	10,000		
	Cruiser Cost					$	15,200		
	Special Services					$	3,250		
Year 2	**Service**	**FTE**	**Cal Days**	**Cal Hours**	**Bill Rate**		**Cost**		**Total**
2022	Regular Staffing	1.4	365	2920	$ 58.50	$	170,820	$	202,320
2023	Dispatching					$	12,000		
	Cruiser Cost					$	15,500		
	Special Services					$	4,000		
Year 3	**Service**	**FTE**	**Cal Days**	**Cal Hours**	**Bill Rate**		**Cost**		**Total**
2023	Regular Staffing	1.4	365	2920	$ 61.00	$	178,120	$	211,870
2024	Dispatching					$	13,000		
	Cruiser Cost					$	16,000		
	Special Services					$	4,750		

The second (Option 2), is to adopt a five (5) day per week schedule.

Option 2

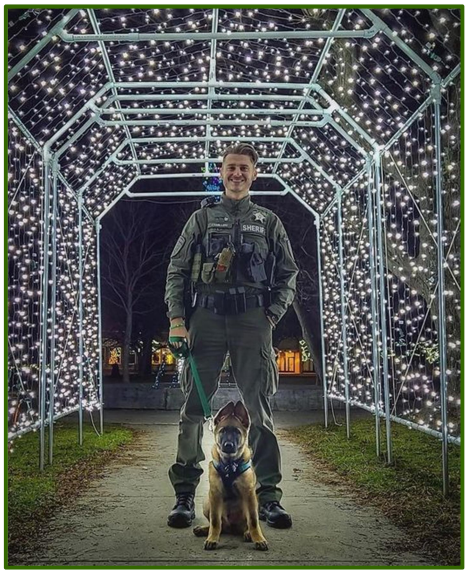
Year 1	Service	FTE	Cal Days	Cal Hours	Bill Rate	Cost	Total
2021	Regular Staffing	1	260	2080	$ 56.00	$ 116,480	$ 139,980
2022	Dispatching					$ 8,500	
	Cruiser Cost					$ 13,000	
	Special Services					$ 2,000	
Year 2	**Service**	**FTE**	**Cal Days**	**Cal Hours**	**Bill Rate**	**Cost**	**Total**
2022	Regular Staffing	1	260	2080	$ 58.50	$ 121,680	$ 147,680
2023	Dispatching					$ 9,000	
	Cruiser Cost					$ 14,500	
	Special Services					$ 2,500	
Year 3	**Service**	**FTE**	**Cal Days**	**Cal Hours**	**Bill Rate**	**Cost**	**Total**
2023	Regular Staffing	1	260	2080	$ 61.00	$ 126,880	$ 155,380
2024	Dispatching					$ 11,000	
	Cruiser Cost					$ 14,000	
	Special Services					$ 3,500	

We recognize that the aforementioned pricing models are an increase over the historical year vs. year increases. These increases are due, but not necessarily limited to, the following (in no particular order):

- Increases in liability insurances and cruiser insurances.
- Need to be more competitive with compensation and benefits (we're currently among the lowest paying LE agencies in the State). Our benefits/retirement plans force us out of the competitive market.
- Increases in worker's compensation premiums.
- Increases in cruiser maintenance costs/cruiser costs.
- Administrative/supervisor costs (allowing the supervisor to have freedom - shared costs throughout the County).
- Increase in dispatching services (shared costs throughout the County
- Special service offerings - K9 (including the potential of a mental health/crisis response K9), proper investigative services (Dead Body investigative costs, Arson Investigations ability).
- Tactical solutions capability (SWAT) - increased costs/liability.
- Increased training costs across the board – increased training requirements.
- Increased costs associated with adding body and cruiser cameras.
- Increase in technology costs (software, dues, subscriptions, maintenance agreements, etc.).

FORWARD LOOKING PARTNERSHIPS/SERVICE OFFERINGS

The FCSO recently acquired a new canine ("Mac") that will be ultimately trained in tracking and drug detection. Additionally, the FCSO would use Mac to help foster good community relationships.



We are also making forward progress in developing a mental health crisis responder that would be would be able to assist in mental health issues in the field. This particular Deputy is currently completing her Master's Degree in Psychology and has her sights set on her Doctorate in Clinical Psychology.

To further this mission, we are pursuing adding a therapy service dog that would be trained in recognizing persons in distress and bridging the gap between them and law enforcement.

The FCSO currently has a number of qualified detectives, as noted above, on staff and would seek to formalize a role within the Office to focus on specific needs of your Town and ensure continuity of detective services.

The FCSO is currently investigating assuming dispatch services internally. Should this be realized, the FCSO is confident that it can provide dispatching services for your Town at a reduced and shared cost that will be competitively less that what's currently offered.

The FCSO is considering rejoining the US Customs and Border Patrol Stonegarden program that provides supplementary support to the US border to enhance interdiction work and support the mission of the US Border Patrol.