

ELM GROVE POLICE DEPARTMENT

August 14, 2017

TO: David DeAngelis, Village Manager
FROM: James P. Gage, Chief of Police
SUBJECT: Creation of Second Detective Position

Sir:

I am seeking a second detective position, effective September 1, 2017, based on the following reasons:

- Increase of complex cases, requiring increased time on task, due to technology warrant requests, deconfliction with other local state and federal agencies, and increased coordination with other agencies for interstate criminal events.
- Property management has been a challenge, due to the sole detective dealing with investigations.
- Succession planning in anticipation of upcoming retirements.

Current overview:

We currently have one detective that works Monday through Friday from 8:00a.m. to 4:00p.m. This position is managed, by the assistant chief of police. Much of our success stems from the fact that our current assistant chief is a very on hands manager, with a strong investigative skill set. This is not ideal, since the assistant chief is charged with other management duties, which at times suffer when the bureau is faced with complex investigations. It used to be a rare that the assistant chief would involve himself in a case, due to the workload and complexity of an assignment. However, over the last several years, we have seen an increase in bank frauds, skimmer crimes and reckless homicide drug deaths, which have outpaced our traditional crimes, like burglary and theft. Quite often, cases like these can take months to investigate and involve several phone record subpoenas and warrants for computers and personal devices. Many times, an investigation will involve multiple local, state and federal authorities to bring a case together for charging in multiple jurisdictions. In some cases, follow-up investigations may delay a suspect being charged for a year or more. These cases are fast outpacing the traditional burglaries and thefts (Part I crimes) of the past decades. We have seen a decrease in our Part I offenses, while our Part II frauds and drug deaths have increased. Most notably, from 2014 to 2015, our frauds increased from 29 to 68, where they have stayed for the last couple of years. Unlike crimes of the 1980s and early 1990s, now there is always personal communication device evidence which is a treasure trove of information that requires follow-up investigation. This increases the complexity and workload for the detective bureau, even though the crime numbers may not seem like they have increased all that much.

The second detective will support these investigations, while taking on much of the property management duties and after hours follow-up. The additional support provided to the current

detective will alleviate most of the support currently supplied by the assistant chief, allowing him to focus more of his attention to his management duties.

Scheduling factors:

The second detective position will be promoted from our current patrol staff and be scheduled, Monday through Friday, from 12p.m. to 8p.m. This will allow for evening coverage of the detective bureau with more access to the public for follow-up investigations. If needed, both detectives may be placed into uniform to cover unscheduled absences.

Financial impact:

If the promotion occurs, September 1, 2017 and the officer promoted is at the one year rate, the cost for the remainder of 2017 is \$2,876.63.

If the promoted officer is at the three year rate, that officer actually realizes a \$115.36 loss, since the detective has all holidays off and the patrol officers receive a holiday pay check at the end of the year.

The comparison annually, for a three year patrol officer promoted to detective is cost of \$3,886.69.

See attached, "Second Detective Position Estimated Positions Costs" spreadsheet.

Succession Planning:

Over the next four to six years, we potentially will lose the current detective, assistant chief and police chief to retirement. We need to develop an officer to lead the detective bureau in the future. This is a position that takes a large amount of additional training and significant exposure and experience to handle the complexity of the cases that we have been experiencing. There is no doubt that it takes a solid three to five years to develop the necessary skill set and experience to investigate and manage these cases. It is imperative that the new detective take advantage of the vast skills and abilities of our current staff to gain experience and maintain our level of quality investigations. As with any position, when retirements occur, I would expect that the new chief will evaluate trends and types of criminal activity to determine whether a second detective is still needed.

Summary:

While our traditional crimes, like burglary and theft, have gone down or stayed constant, our Part II crimes consisting of frauds and drug related deaths have increased. These investigations are complex and require a great deal of expertise and time to investigate. Technology requires a greater need for subpoenas and device analysis expertise. In the past, video and technology evidence did not exist to a large extent, meaning many cases had little to investigate and went unsolved. Now with technology evidence, there is always information to analyze and investigate. This increases exponentially our investigative time, while our actual crime numbers may not seem all that high. The second detective will help assist with this extra workload.

The second detective will help manage the property room, making the property room a priority instead of something that gets done as we have time.

Establishing a second detective in anticipation of retirements in the next four to six years will insure that the new detective will have ample time to gain the training and expertise needed to lead and manage the detective bureau for years to come.