



Governor's Commission on the City of Brookhaven

COMMITTEE REPORTS

11/7/2012

POLICE COMMITTEE

A report containing actionable items, considerations, next steps and other beneficial information and resources for the governing authority of the City of Brookhaven.

TABLE OF CONTENTS

ABOUT THE POLICE COMMITTEE 2

SPECIAL THANKS 2

INFORMATION SOURCES 2

COMMITTEE MEMBERS AND VOLUNTEERS..... 2

OVERVIEW OF ACTIONABLE ITEMS 4-5

ACTIONABLE ITEM 1: ESTABLISH INTERIM POLICE SERVICES 6-9

ACTIONABLE ITEM 2: SELECT INTERIM POLICE E911 SERVICES..... 10-11

ACTIONABLE ITEM 3: ACQUIRE MUNICIPAL COURT SERVICES. 11

ACTIONABLE ITEM 4: ESTABLISH ANIMAL CONTROL IGA. 12

ACTIONABLE ITEM 5: HIRE A POLICE CHIEF..... 13

ACTIONABLE ITEM 6: ESTABLISH THE POLICE DEPARTMENT. 14-17

ACTIONABLE ITEM 7: RE-EVALUATE E911 SERVICES..... 18

POTENTIAL VENDORS 19-26

 _Uniform and Duty Equipment 19-20

 _Firearms 21-22

 _Police Vehicles 23-24

 _Alternate Fuel Option 25

 _Communications Equipment..... 25-26

SALARY BENCHMARKING 27

GRANT RESOURCES. 28-29

ADDITIONAL RESOURCES..... 30-31

ABOUT THE POLICE COMMITTEE

The Police Committee is one of five “Working Committees” (there are also five “Core Function Committees) created by the Governor’s Commission on Brookhaven.

The committee, officially formed on September 20, 2012, consists of volunteers, many of whom are experienced in law enforcement and investigation, as well as two co–chairs and one expert. The co–chairs and the committee expert were also appointed by the Governor’s Commission on Brookhaven.

SPECIAL THANKS

We would like to thank the members and volunteers of the Police Committee for their tireless efforts and dedication to the police services of the City of Brookhaven. Their knowledge and passion was invaluable during this process.

We would also like to thank the many individuals from sister cities such as Dunwoody, Sandy Springs and Chamblee. The time dedicated to interviews, site visits and time dedicated to research and obtaining documentation was and is truly appreciated.

INFORMATION SOURCES

The Police Committee utilized a variety of sources to gather information and where appropriate, provide options for service.

- Interviews of law enforcement professionals, primarily local police chiefs, including the committees Expert, Chief Terry Sult and Chief Grogan from the City of Dunwoody
- Police Committee members
- City Managers and Assistant City Managers of local sister cities
- Government (federal, state, county and city) publications
- Site visits to sister city police departments such as Dunwoody, Sandy Springs and Chamblee
- Carl Vinson Institute’s Feasibility Study on Brookhaven (“Revenue and Expenditure Estimates for a Proposed City of Brookhaven”)

COMMITTEE MEMBERS AND VOLUNTEERS

Co-Chairs

JD Clockadale, *District 1 Commissioner of the Governor's Commission on Brookhaven*
Charlie Robertson, *Retired GBI Inspector and former U.S. Army Special Forces Officer*

Expert

Terry Sult, *Chief of Police of Sandy Springs, GA*

Volunteers

Mark Von Tschirschky, *Doraville Police Officer, former DEA Task force member and Business Owner*

John Butkovich, *Special Agent In Charge, Washington Field Division, Office of the Inspector General (Retired)*

Brenda Butkovich, *Facilities Expert for the Federal Government*

John Marratt, *Business Owner and Neighborhood Watch Coordinator*

Jeff Howard, *Chief of Police of GDA State Market Police*

Bill Travis, *Operations Manager at Allied Barton Security Services*

Dale Boone, *Police and Parks & Rec committee member in East Point, GA (25 years)*

Tom Coyne, *Business Owner*

Cy Harden, *Polygraph Expert and Business Owner (Background Investigations)*

Debra Bryant, *Communications & PR Professional*

Jim Rosser, *Executive Security at AT&T (Retired)*

Alan Traylor, MBA, *Investigator and Sworn Law Enforcement Officer*

Paul O'Connor, JD, MBA, *27 years of state and Federal Law Enforcement*

Legal Counsel (Pro-Bono)

Bill Riley, *Partner at Riley McLendon, LLC*

Cecil McLendon, *Partner at Riley McLendon, LLC*

OVERVIEW OF ACTIONABLE ITEMS

Action Item	Description	Priority	Urgency
1. Establish Interim Police Services	The City must finalize and adopt an Intergovernmental Agreement (IGA) with a local government regarding police services to be provided prior to establishing the City's police department.	Critical	High
2. Select Interim Police E911 Services	The City must finalize and adopt an IGA with the government agency (ChatComm or DeKalb County) that supports and coordinates with the interim police service provider.	Critical	High
3. Acquire Municipal Court Services	The City needs to evaluate vendor proposals for Municipal Court Services, select vendor(s) per the established RFP process and adopt the selection of chosen vendor(s).	Critical	High
4. Establish Animal Control IGA	The City needs to finalize and adopt an IGA to provide for the delivery of animal control services.	Critical	High
5. Hire a Chief of Police	The City needs to hire a Chief of Police (Governor's Commission recommendation is to hire the City Manager first).	Critical	High
6. Establish the City of Brookhaven Police Department	The City needs to establish the City of Brookhaven Police Department, including determining the physical location of the department.	Critical	High

POLICE COMMITTEE

**7. Re-Evaluate
E911 Services**

After forming the City of Brookhaven Police Department, the City needs to re-evaluate E911 service providers and determine if the interim police service E911 provider is still a suitable option for providing E911 services after formation of the police department.

Important

Medium

ACTIONABLE ITEM 1: ESTABLISH INTERIM POLICE SERVICES

Considerations

Under the assumption that the City of Brookhaven Police Department be fully operational sometime after January 1, 2013, it will be necessary for the city to contract with another local government, through an Intergovernmental Agreement (IGA), to provide for interim police services. Dunwoody's IGA with DeKalb County will be provided to the governing authority of the City of Brookhaven.

Please note that DeKalb County is legally obligated to provide services through January 1, 2013.

Below are some questions/additional considerations regarding the establishment of interim police services.

The information has been divided into three main areas: High Level IGA, Training / Use of Force and Scheduling & Supervision. This list is not meant to be all encompassing but is meant to provide a high level understanding of potential items to consider.

Intergovernmental Agreement (IGA)

- How many agencies involved?
- What would the Overtime rate be? Would it be offset by not paying benefits?
- What radio? Does the current radio the agencies use still support DeKalb 911 or would Brookhaven have to move to ChattCom? What about Chamblee and Doraville?
- What shifts do the agencies work? Are they compatible with Brookhaven and each other?
- What would be an off-duty hour cap for each officer per week and per month?
- Who would do follow-up investigations?
- Who would perform Crime Scene Unit duties?
- Who handles reports, records, property, Georgia Crime Information Center (GCIC), etc...?

POLICE COMMITTEE

- What is the Chain of Command? City manager? Who is responsible for overall coordination and high level supervision/contract management? I.e. City Manager or Interim Chief?
- Liability and Worker's Compensation? Would it be bundled in the contracts with the cities?
- How does Brookhaven ensure E911 and communications compatibility?

Policies and Supervision

- Whose policy manual will be followed for items such as use of force, training, pursuits, search and seizure complaints, failing to take a police report, etc.?
- What is the Chain of Command?

Interim Police Service Options

The Police Committee has provided several potential interim police service options as well as a corresponding list of potential questions for the city officials and appropriate staff to consider.

The DeKalb Police Option

DeKalb County Police would charge the City a set amount per month for the same level of service that citizens currently have. There would be no additional startup or training costs and no issues of moving to a new radio system, uniforms, vehicle identification, etc. There would be no issues with personnel numbers or with incompatible shifts, radio equipment, designated follow-up investigators or similar issues.

The practical issue with using DeKalb County Police for interim police services is price. By statute, DeKalb County cannot profit from the IGA and can only charge the City of Brookhaven actual costs. There are a large number of variables that impact the actual cost, but they are the same or similar variables in getting a per officer cost from other agencies. Some examples of those costs are:

POLICE COMMITTEE

- Properly identifying job types and number of personnel in those types (uniform officer, detective, crime scene investigator, SWAT officer, K-9 officer, supervisors, etc.)
- Salary and Benefits for those positions (see Appendix for salary benchmarking)
- Vehicle costs and Fuel expense (i.e. per mile, actual fuel cost)

By using the DeKalb Police 2011 budget and some rough population numbers, one can come up with an approximate per month cost for DeKalb County to provide interim police services. If one presumes that police coverage is not evenly distributed in Brookhaven, you might come up with a number half that size.

The DeKalb County Sheriff (DKSO) Option

The DeKalb County Sheriff's Office (DKSO) already has law enforcement authority in DeKalb County but their primary focus is to serve warrants, protect the courts and run the jail. DKSO employs about 230 P.O.S.T. certified law enforcement officers below the rank of Lieutenant. These deputies are spread across the three divisions and would most likely have to work in an overtime capacity to provide police coverage.

This presents a challenge in arranging shifts so that they are most compatible with DKSO's own shifts as well as limiting hours per officer so that they are not over-extended with overtime. Some potential costs incurred could be overtime pay rates, investigative services and fuel costs.

DKSO deputies are not typically experienced at handle general police calls for service but their communication equipment is completely compatible with DeKalb County Police and DeKalb 911.

The Conglomerate Option

This option is based upon utilizing police department resources of the surrounding cities such as Sandy Springs, Dunwoody, Chamblee and Doraville. Please note that we have not entered into formal discussions with any of these municipalities.

There are potentially multiple options when considering combining resources from multiple departments. Options will be dependent upon City Council and City Manager discussion, if any, with other municipalities.

The Atlanta Police Department (APD) Option

APD has similar constraints as DKSO with an advantage that they do provide police services. However, they would also have to work in an overtime capacity. Additionally, APD communications is not tied to DeKalb County 911 PSAP (Public Safety Answering Point). APD also uses a different set of radio codes that might cause confusion. One benefit is that APD does have experience working with the DeKalb courts and the jail.

Summary

There are several options for providing interim police services. This service will require an intergovernmental agreement (IGA) with the appropriate government.

Next Steps

1. Discuss interim police services with local governments
2. Negotiate the IGA for the services to be provided until City of Brookhaven Police Department is operational
3. Adopt the IGA

ACTIONABLE ITEM 2: SELECT INTERIM POLICE E911 SERVICES

Considerations

Some potential considerations, while not all inclusive, for each option are the following:

- Dispatch and response times
- GPS capabilities which aid dispatchers in contacting police units in close proximity of crimes
- Capability of coordinating multiple jurisdictions with IGA's allowing cross-jurisdictional police responses
- Costs and funding
- Staffing capabilities
- Customer service
- Ease of start-up of services
- System redundancy for "black outs"

Interim Police Service E911 Options

There are two options for 911 services for the City of Brookhaven. In the case of both options, the E911 service has to support and coordinate with the interim police service provider.

The first option is DeKalb County 911. The second option is ChatComm (Chattahoochee River 9-1-1 Authority), which is operated by Sandy Springs and Johns Creek and is now utilized by Dunwoody. Dunwoody's IGA with ChatComm and DeKalb 911 will be provided to the governing authority of the City of Brookhaven.

Summary

There are several options for providing interim police services. This service will require and intergovernmental agreement (IGA) with the appropriate government.

Next Steps

1. Discuss interim police service E911 options with local governments
2. Negotiate the IGA for the services to be provided
3. Adopt the IGA

ACTIONABLE ITEM 3: ACQUIRE MUNICIPAL COURT SERVICES

Summary

While not an actual police function, the Police Committee assumed the responsibility of researching this service for the governing authority of the City of Brookhaven.

The Municipal Court services of the City of Brookhaven have been solicited via the RFP issued Saturday, October 27, 2012. Please visit the Governor's Commission website at www.brookhavencommission.com for details regarding this service.

Next Steps

1. Receive and review RFP responses and qualify service agencies deemed capable of providing the City's Municipal Court services
2. Select and approve vendor(s) for Municipal Court services

ACTIONABLE ITEM 4: ESTABLISH ANIMAL CONTROL IGA

Summary and Recommendation

While the Police Committee has not taken the approach to recommend a specific policy or course of action to be taken by the governing authority of the City of Brookhaven on other matters related to police, the committee does feel that Animal Control services should remain with DeKalb County.

DeKalb County provides Animal Control for the City of Dunwoody. As documented in Dunwoody's Service Delivery Strategy Agreement of 2010, DeKalb directly provides this service to Dunwoody through the general fund contribution made by our residents.

This service is already funded by taxpayers and requires an IGA with DeKalb County (Dunwoody's Service Delivery Strategy Agreement with DeKalb regarding Animal Control will be provided to the governing authority of the City of Brookhaven).

As a benchmarking reference, both Sandy Springs and Dunwoody utilize applicable county animal control services.

Next Steps

1. Discuss interim police services with local governments
2. Negotiate the IGA for the services to be provided
3. Adopt the IGA

ACTIONABLE ITEM 5: HIRE A CHIEF OF POLICE

Summary

Although critical in forming the City of Brookhaven Police Department, The Police Committee, per the charter, did not take assume either the task of soliciting or collecting resumes for the Chief of Police position (or any other police department positions).

The committee, did however, interview several city managers, city staff, elected officials and police chiefs from surrounding municipalities to determine a best practices regarding this actionable item.

Recommendation Based on Best Practices

1. Hire City Manager before Chief of Police
2. The City Manager is critical in this hiring decision and should lead the search efforts and hiring recommendation for the Chief of Police

Next Steps

1. Retain a search firm to assist in the recruiting and vetting process
2. Compile a pool of final round candidates for final vetting
3. Approve and hire Chief of Police

ACTIONABLE ITEM 6: ESTABLISH THE POLICE DEPARTMENT

Considerations

Although the City will have interim police services, it is critical for the City to establish and fully staff and equip the new police department. Interim police services secured through an IGA with another local government(s) will cost more than providing the City's own police services. In addition, the City's police department will allow for more accountability and responsiveness to the citizens of the City.

In addition to the budget considerations and physical police facility criteria listed below, the Police Committee has provided a list of potential vendors, grant and other resources and salary benchmarking of other cities at the end of this report.

Budget

In considering budget requirements for the City of Brookhaven Police Department several variables exist at this time restricting the production of any specific numbers. These variables are manpower allocation, salaries, benefits, housing and discretionary decisions by the Chief of Police as they relate the before stated and equipment. In addition, the City Manager and City Council may make decisions regarding service priorities that affect the budget of one or a number of services.

This committee does suggest that the City Council review the 2009 to 2012 police budget, including 2009 start-up costs, of the City of Dunwoody as a valid benchmark and comparison for the following reasons (all City of Dunwoody Police budget information is available on at www.dunwoodyga.gov):

- Most recent new start-up police department
- Similar in population size
- Similar in geographic size
- Similar service needs for the community

POLICE COMMITTEE

Potential Criteria for the City of Brookhaven Police Facility

The information below is based upon a police facility that is not co-located with City Hall. However, the decision, as acknowledged by this committee, to co-locate or not co-locate the City Hall and police facility is a decision to be made by the Police Chief, the City Manager and the City Council.

Although the committee, in coordination with the Offices and Facilities committee, performed extensive benchmarking regarding a police facility, the committee is not listing square footage as the space needs of the new department will be based upon several factors such as, but not limited to, number of officers, take-home or no-take home program, equipment and storage needs.

Exterior

- Adequate parking provided to accommodate citizens and staff with consideration given to officer take-home car program, and/or officer personal vehicles parking
- Secured parking area for, but not limited to, the following:
 - Police cruisers
 - Specialized equipment and/or vehicles such as radar trailer
 - Covered parking for forensic processing of seized vehicles
 - Prisoner delivery access to include a secured area for safely accepting prisoners out of view and away from the public

Interior

The following is a list of potential space needs of the new City of Brookhaven Police Department.

- Department-wide space includes adequate sized reception area and a secured area for a police department representative to sit to greet visitors to the department along with public restrooms
- Chief's office usually includes a chief's conference room, and another smaller conference room for departmental use

- Administration area to house the IT server/work space, a copier, and a supply room. A portion of this space may also be used for Quartermaster supplies (i.e. spare uniforms and other officer equipment)
- Internal Affairs are including a walled office for assigned personnel, and secured storage of sensitive internal affairs documents
- Community Relations/Volunteer/Explorer/Reserves Office
- Special Operations with secured storage for special weapons and equipment
- Traffic
- Detectives work area including a work–station for a crime analyst
- Permitting area
- Uniform division area
- Secure Property Evidence Storage room with lockers
- Secure files room for police department documents
- Training room used for roll call meetings and other police
- Forensic Lab space for use in processing evidence
- Armory for secure storage of extra police weapons, ammunition, firearms cleaning supplies and targets
- Storage room, which could double as a training room for police tactics, etc.

Additional Potential Considerations

The following are additional potential considerations based on interviews with Chief Sult and Chief Grogan. Again, these are potential considerations and the Police Chief of the City of Brookhaven may have the same, additional or different considerations:

- Two Interview rooms with camera and audio monitoring
- Two Locker rooms for officers that include a shower in each locker room. Additionally, the police officers will need non–public restrooms in a secured portion of the station
- Break room
- Finger print/booking area
- Area to lock prisoners down while awaiting transport. One option is a metal bench where suspects/prisoners could be temporarily restrained (under officer supervision). A holding room or cell will constitute a jail facility that usually requires significant regulations and potential liability to the city.

Next Step

1. Governing authority of the City of Brookhaven to initiate this process beginning with the hiring of the Chief of Police

ACTIONABLE ITEM 7: RE-EVALUATE E911 SERVICES

At some point when the police department is formed or at some point after formation, city officials and staff will need to re-evaluate and re-assess the E911 provider used during interim police services.

Considerations

Please refer to “Considerations” section under “Actionable Item 2: Select Interim Police Service E911”)

Next Steps

1. Compile statistics and utilize metrics in line with considerations listed above
2. Re-evaluate current E911 provider and evaluate alternate provider
3. Continue with current E911 provider or select and adopt a new provider

POTENTIAL VENDORS

The following list of vendors is being provided for utilization of the new City Manager and Police Chief in their efforts to source equipment and police cars. The information in this section of the report provides information regarding potential vendors for equipment, vehicles and fueling options. The information in this section is being presented to provide additional options to the governing authority of the City of Brookhaven.

Uniforms and Duty Equipment

Potential Vendor Notes

- Pricing
 - Prices are relatively congruent between vendors, but do vary depending on quantity and quality.
 - Uniform options include polyester, rayon/polyester blend, etc...

- Convenience
 - All are within the Atlanta Metro area.

- Product Availability
 - Offers most common issued uniform of metro Atlanta Police Agencies (Flying Cross / Blauer)
 - Full line of police uniforms and duty gear to equip officers.
 - All products and pieces of equipment are readily available.

- Service
 - On-site tailors for measurements and sizing:

Potential Vendors

1. Red the Tailor Uniforms
2130 Northwest Parkway, Suite F
Marietta, Ga. 30067
Contact: Buster Brown (770) 818-9820
bbrownrtutga@aol.com

2. Command Uniform
1315-A Chattahoochee Ave.
Atlanta, Ga. 30318
(404) 603-4778
Contact: William Johnson wjohnson@fehheimer.com
William Burnette wburnette@fehheimer.com

3. T and T Uniforms North
2279 South Cobb Dr. SE
Smyrna, Georgia 30080
Contact: Tommy Turpin (770) 433-3211
tandtuniformsnorth@bellsouth.net

4. Voodoo Tactical
On-Line only. Very good prices on equipment.
www.voodootactical.com

5. S.P.D./Adventure Outdoors
630 Windy Hill Road Southeast
Smyrna, GA 30080
(770) 434-1986
www.spdist.com

Fire Arms

Side arms utilized by Metro Atlanta law enforcement agencies are Glock, Sig Sauer, Heckler & Koch (HK), and Smith & Wesson. The most commonly used side arm in the metro Atlanta area is the Glock, which is manufactured locally in Smyrna, Georgia. Calibers used are .40 and .45. Trends show agencies beginning to move toward the .45 caliber for ballistic reasons.

The most common utilized shotgun and patrol rifle is the Remington 870 12 gauge, and the 5.56 M-4.

The below listed vendors are able to provide any of the aforementioned weapons systems.

Potential Vendor Notes

- Price
 - Pricing are comparable from all vendors, but may change depending on quantity ordered. However, official Glock distributors are able to offer significantly better prices on Glocks than can non-distributors.

Potential Vendors

1. Remington
Military, Law Enforcement and Federal Agency Sales
(336) 548-8899
2. Glock Inc.
6000 Highlands Parkway N.E.
Smyrna, Ga. 30080
Contact: Jamey Brown (770) 624-3185
Jamey.Brown@glock.us

3. G. T. Distributors
100 McFarland Ave.
Rossville, Ga. 30741
Contact: Mark Merriman (678) 618-2561
markm@gtdist.com

4. S.P.D.
630 Windy Hill Road.
Smyrna, Ga. 30080
Contact: Don Senig (770) 434-1986
donsenig@spdist.com

5. Ed's Public Safety
4431 North Henry Blvd.
Stockbridge, Georgia 30281
Contact: Sharon Griffin (404) 857-1010
sharon@edspublicsafety.com

Police Vehicles

Potential Vendor Notes

Vehicles manufactured for “Police Use” are available through General Motors–GM, Dodge and Ford. GM produces the Chevrolet Tahoe, Impala and Caprice. Dodge produces the Charger.

Ford has recently introduced the Interceptor Series designed for police/patrol use and is available in an SUV on an Explorer platform and the sedan available on a Taurus platform. Ford Products are offered with a V–6 engine only, with the option of supercharging called Eco–Boost. With Eco–Boost package Ford adds all–wheel drive to the vehicle.

Dodge Charger is offered with either V–6 or V–8 engine and Chevrolet Tahoe is offered with a V–8. Chevrolet Impala and Ford products are front wheel drive, with the Chevrolet Tahoe and Dodge Charger being rear wheel drive. The Caprice is a rear wheel drive. Vehicles available through State contract are the Chevrolet Tahoe, Chevrolet Impala and Dodge Charger.

Ford Products and Chevrolet Caprice are not on State contract, but are competitively priced to compete with the State contract.

Please note that any vehicle used for police activities and equipped with blue lights and siren are required to be pursuit rated by OSHA. Failure to comply this standard presents a potential liability in the event of an emergency response or pursuit.

Warranties– All warranties are comparable on the vehicles, with 3 years 36, 000 miles and a 100,000 power train warranty.

Serviceability– From information received, Dodge and GM products are equally dependable. Both have had recalls and dependability does not seem to be an issue. There is little if any feedback concerning the new Ford products, since they are new to the market. Choice of vehicles will probably be evaluated by what fits the needs of the department, police environment and possible fuel costs.

Oil Changes– Standard on all vehicles. Please note that alternate fuels (i.e. clean fuel or LP gas) may lead to less frequent oil changes.

Tires– Depending on if the vehicle is issued or in a motor pool rotation. Average is one set of tires per year in a motor pool type rotation.

Brakes– Issued vehicles once a year, motor pool rotation dependent upon drivers (twice yearly in some cases). Note: A couple of years ago, Dodge addressed a break replacement issue on Chargers.

Fuel– Chevrolet Impala (19mpg – 26mpg), Chevrolet Tahoe (15mpg – 24mpg), Dodge Charger (18mpg – 22mpg), All Fords (19mpg – 26mpg). All mpg ratings above are manufacturer’s estimates.

Potential Vendors

1. Dodge Charger (State Contract)
Akins Dodge
220 W. May St.
Winder, Ga. 30680
Government sales contact: Roz Icenhour (770) 868-5271
ricenhour@akinsonline.com

2. Chevrolet Impala / Tahoe (State Contract)
Hardy Chevrolet
Government Sales contact; Steve Canup (770) 445-9477
scanup@bellsouth.net

3. Allan Vigil Ford (Not on State contract, but will meet pricing)
6790 Mt. Zion Blvd.
Morrow, Georgia 30260
Government Sales contact: “Hop” Mosel (678)364-3983
hop@allanvigilford.com

POLICE COMMITTEE

Alternate Fuel Option

Some police departments are converting all or a portion of their fleets to propane for fuel cost savings as well as reduction in maintenance costs. Only certain police vehicles are approved for alternate fuel use (i.e. LP gas).

Potential Vendors

Installation – Force911 installs the propane systems into the vehicles of Sandy Springs PD. The Force911 contact is Charles Gregory <charlesgregory@force911.com>. His cell number is [706-612-4281](tel:706-612-4281).

Provider– Blossman in conjunction with Alliance Auto Gas. Mark Denton, V.P of business affairs mldenton@blossmangas.com Office [251-626-2089](tel:251-626-2089) Cell [251-610-2307](tel:251-610-2307)

Communications Equipment

Potential Vendors

1. MDT's (Mobile Data Terminal)

A. GETAC

<http://us.getac.com>

Interceptor Public Safety Products, Inc.

P.O. Box 817

1110 Indian Springs Drive

Forsyth, GA 31029

Toll Free: [1-866-834-4375](tel:1-866-834-4375)

Local: [478-974-0105](tel:478-974-0105)

Office Fax: [478-994-4497](tel:478-994-4497)

Contact: Jim Cody / Owner Contact: Mac Brown /Police I.T. and Sales cell
[478-960-7133](tel:478-960-7133) mac@interceptor-pse.com

B. Panasonic Toughbook:

Brian Tillman

Area Sales Manager (Atlanta)

Panasonic Systems Communications Company of America

201-912-2868 Brian.Tillman@us.panasonic.com

C. Motorola:

Angela Johnson

Motorola Solutions-Motorola Factory

Cell: (404) 210-1896

Office: (404) 505-7217

angela.johnson@motorolasolutions.com

D. Dell:

An alternative to ruggedized MDT's is a laptop. Dell can provide a laptop with a warranty that allows for replacement over a multi-year period.

2. Mobile and Hand Held Radios

A. Atlanta Communications -Motorola

Barry Catz 678-758-0054

spectraguy@hotmail.com

B. Radio One (Kenwood Radios)

4405 International Blvd.

Norcross, Georgia 30093

(678) 218-9900

steve@kelrad.com

SALARY BENCHMARKING

The following information is provided for comparison purposes only. This information is being provided for the knowledge and benefit of the governing authority of the City of Brookhaven.

Table 1: Salary Benchmarking for Dunwoody and Sandy Springs Police Departments

Position	Dunwoody²		Sandy Springs²	
	Minimum Entry- Level Wage	Maximum Wage	Minimum Entry- Level Wage	Maximum Wage
Chief	\$94,120	\$127,054	\$124,800	\$170,560
Assistant Chief	\$74,700	\$92,000	\$99,840	\$135,200
Investigator/Detective	\$38,500	\$57,200	\$53,000	\$65,000
Lieutenant	\$61,700	\$80,500	\$66,560	\$90,480
Major	N/A	N/A	\$74,880	\$101,920
Patrol Officer	\$38,500	\$57,200	\$46,800	\$68,720
Sergeant	\$48,400	\$69,900	\$57,300	\$77,800

² “2011 Wage and Salary Survey: Public Safety, October 2011” published by Georgia Department of Community Affairs

GRANT RESOURCES

1. Federal government grants website for all agencies, www.grants.gov (replaces looking for grants in the Federal Registry). You can sign up to receive daily e-mail grant announcements from federal agencies of your choice.
2. System for Award Management (SAM) replaced Central Contractor Registry (CCR) earlier this summer. Visit www.sam.gov to register and merge your old CCR registration now!
3. Catalog of Federal Domestic Assistance – www.cfda.gov
4. **Federal Funding Report**, National Center for State Courts, <http://www.ncsc.org/Newsroom/Federal-Funding-Report.aspx>. NCSC website also has a research portal for finding data and materials for grant applications. They have a telephone and email helpdesk/research librarians to assist courts.
5. State Justice Institute – www.sji.gov - Deadline for 1st quarter FY13 is November 1!
6. National Criminal Justice Association – www.ncja.org - Membership organization, great tracking of federal funding trends and appropriations.
7. National Criminal Justice Reference Service - <https://www.ncjrs.gov/fedgrant.html>.
8. National Institute of Justice - <http://www.nij.gov/funding/welcome.htm> - some funding for research-oriented programs
9. Georgia Grant Professionals Association – www.ggpa.org. Membership organization, chapter of the national Grant Professionals Association (www.grantprofessionals.org).
10. Foundation Center – www.fdncenter.org – Foundation grants. Look for Georgia-based Foundations – would be good to partner with non-profit for internet crimes against children project.
11. Logic Model resources – many grants now require a Logic Model. This site is a very good resource on how to develop a logic model. Kellogg Foundation has a great guide. <http://www.wkkf.org/knowledge-center/resources/2006/02/WK-Kellogg-Foundation-Logic-Model-Development-Guide.aspx>.
12. Google Scholar, <http://scholar.google.com/>– a research oriented search engine that can help you find materials/data for grant applications.
13. Georgia County Guide. <http://www.countyguide.uga.edu>. It's a CD (cost \$50, updated annually) filled with detailed tables on agriculture, crime, economics, education, government, health, housing, labor, natural resources, occupations, population, public assistance, transportation, veterans, and vital statistics. Puts the answers you need right at your fingertips in a comprehensive, easy-to-use format that covers all 159 counties in Georgia with more variables than any other source.
14. www.census.gov US Census data.
15. **Peer Reviewer Opportunities** - http://www.nationalservice.gov/egrants/peer_review.asp.
SAMHSA - <http://www.samhsa.gov/Grants/emailform/index.aspx>.

BJA - <https://www.bja.gov/FAQDetail.aspx?ID=191>.

OJP – Send email expressing interest and your resume to ojppeerreview@lmbps.com.
16. Federal Agency Resources –
Administration for Children and Families - <http://www.acf.hhs.gov/programs/ocs/grants>.

Bureau of Justice Assistance <https://www.bja.gov/funding.aspx>.

Office of Juvenile Justice and Delinquency Prevention - <http://www.ojjdp.gov/funding/funding.html>

POLICE COMMITTEE

Bulletproof Vest Partnership Program - <http://www.ojp.usdoj.gov/bvpbasi/>

US Department of Justice, Office of Justice Programs - <http://www.justice.gov/business/>

Office of the Governor, Criminal Justice Coordinating Council - <http://cjcc.georgia.gov>

ADDITIONAL RESOURCES

The following information is provided for comparison purposes only. This information is being provided for the knowledge and benefit of the City Council, City Manager and Police Chief.

DOJ Study of Cost per Officer of Police Agency

<http://bjs.ojp.usdoj.gov/index.cfm?ty=tp&tid=71>

DOJ Start-Up Guide for New Police Department

<http://www.cops.usdoj.gov/Publications/e0506066GuidelinesFinal.pdf>

International Association of Chiefs of Police

<http://www.theiacp.org/>

Georgia Association of Chiefs of Police

<http://www.gachiefs.com/>

Sample Policy (Edit Enabled) from Georgia Association of Chiefs of Police

http://www.gachiefs.com/DeptResrcs_SamplePolicyManual.htm

Recruitment, Retention and Turn Over in Police Agencies

<http://www.theiacp.org/LinkClick.aspx?fileticket=HDFc1quX%2FJA%3D&tabid=392>

DOJ Vets to Cops Grant Program

<http://www.cops.usdoj.gov/Default.asp?Item=2630>

DOJ Grants / Funding Web

<http://www.justice.gov/business/>

Governor's Office of Highway Safety

<http://www.gahighwaysafety.org/>

IACP / DOJ Recruitment Tool Kit

<http://www.theiacp.org/LinkClick.aspx?fileticket=Tme5j1Mu7YA%3D&tabid=87>

IACP / DOJ Budgeting in smaller Police Agencies

<http://www.theiacp.org/LinkClick.aspx?fileticket=%2BecGCtloGJI%3D&tabid=299>