



FISCAL IMPACT NOTE

Ordinance: O-12-21

Title: Police Enhancement and Community Engagement (PEACE)

Date: April 22, 2021

This ordinance will establish a variety of new procedures, requirements and prohibitions for the Annapolis Police Department (APD). The State Legislature has just recently passed new legislation in the subject areas of this bill. The State law will preempt any actions by the City.

APD has calculated the fiscal impact of these changes. The following is a summary of these impacts for each City Code Section in the PEACE legislation:

SECTION 2.36.090 –DATA COLLECTION, PUBLICATION, ANALYSIS, AND REPORTING.

2.36.090(A) - No-Knock Warrant - Reporting Requirements

Fiscal Impact: APD's website would have to be redesigned to add a community forum to house all the reports proposed in within this legislation and that allows commentary from the public. The fiscal impact of this would be between \$5,000 and \$10,000.

A full time Public Relations Specialist would be needed to compile data and maintain the department's website to include fielding and addressing public inquiries. The fiscal impact of salaries and benefits would be approximately \$140,000.

2.36.090(B) - Community Policing - Reporting Requirements

Fiscal Impact: Subscription software for strategic planning would be needed to create and update comprehensive plans. The cost of the software would be approximately \$3,000.

2.36.090(C) – Reporting

Fiscal Impact:

1. Paragraph 4. - APD would need a stated recruitment budget to target area residents, women and minorities. The cost of recruitment would be approximately \$27,000.
2. Paragraph 5. - This provision of the legislation would require the department to create Compliance/Professional Standards Division staffed with a director, a full-time body-worn camera monitor, a part-time use of force assessor, an auditor/inspector, and a full time civilian training officer. The provision would also require changes to the

collective bargaining agreement, changes to the Use of Force Policy, and the creation of policy and standards for Use of Force Assessment.

The costs total \$469,000 and would include:

- Compliance/Professional Director Reclass - \$61,500 (Salary + Fringe)
 - Body-worn camera monitor - \$145,500 (Salary + Fringe)
 - Use of Force Assessor - \$45,000
 - Auditor/Inspector - \$87,000 (Salary + Fringe)
 - Training Officer - \$130,000 (Salary + Fringe)
3. Paragraph 6. – According to APD, there is no way to reliably report the number of times officers draw their weapons from holsters without technology. The department believes that estimate would have an adverse effect on police/community relationships, if the department ever misreported the weapon-draw numbers unwittingly. Technology is available through the Axon Corporation, the company the department currently uses for the body worn camera system. The total cost of the technology and training would be approximately \$38,000. The provision would also add hours to field training for new officers, add additional in-service training hours, increasing the amount of time officers are out of service requiring overtime due to department shortages. The total cost of training would be approximately \$11,000.
 4. Paragraph 13. – Would require reclassification of the Community Relations positions to create and maintain referral system. The cost of a contractual position is approximately \$25,000.

2.36.090(D) - Gun Violence Prevention - Data Gathering Requirements

Fiscal Impact: Requires that APD personnel spend time on completing required reports.

2.36.090(E) - City-Owned Armored Vehicles - Reporting Requirements

Fiscal Impact: Requires that APD personnel spend time on completing required reports.

2.36.090(F) - Gun and Pawn Shop - Reporting Requirements

Fiscal Impact: Requires that APD personnel spend time on completing required reports.

SECTION 2.36.100 – COMMUNITY POLICING.

2.36.100(B) - Community Policing Guidelines

Fiscal Impact: Contingent upon the complexity of the initiatives established through the partnership. The anticipated cost is between \$10,000 and \$15,000.

SECTION 2.36.110 – TRAINING – REQUIREMENTS.

Fiscal Impact: Would require “train the trainer”, with the cost related to whether there will be travel related expenses. The cost of this training is between \$10,000 and \$20,000.

SECTION 2.36.120 - CONSENT SEARCHES

2.36.120(A) – Restrictions

Fiscal Impact: Provisions 5 thru 6 will require technology funding for a language and deaf communication line to be specifically allocated within the APD budget, plus language in the legislation that the Council cannot deny any funding request for language line services. The cost of language line services is approximately \$7,000.

The total fiscal impact of this legislation would cost the City between \$755,000 and \$780,000.

Prepared by Katie Connolly, Budget Analyst. Fiscal impact calculations provided by APD staff.