

POLICE

OVERVIEW

A full-service law enforcement agency, which proudly serves our community. Nags Head's Police Department is committed to creating a better quality of life through a 21st Century Policing philosophy. Our philosophy includes the six pillars of 21st Century Policing with an emphasis on proactive policing and building community relations while placing its highest value on the preservation of human life, the protection of property, and service to humankind.

The Department is comprised of the following units: Command Staff, Administration, Uniform Patrol, Criminal Investigations, and Animal Control.

Command Staff provides overall leadership and direction for the agency including ensuring that hiring, training, discipline, and policy development are met. In addition, Command Staff confirms that the Department's community-oriented and problem-solving policy philosophy is followed and enhanced.

The Administrative Unit consists of the office manager and the office assistant. The Unit performs the administrative duties of the Police Department such as record keeping, evidence management, computer operations, training coordination and budget preparation.

Uniform Patrol is comprised of police sergeants and officers. Sergeants supervise and lead patrol officers on their shifts, as well as participate in patrol activities. Patrol officers are responsible for problem solving, proactive initiatives, preventative patrol, traffic enforcement and response to calls for service. This unit also includes two K-9 teams capable of drug detection and search/rescue. In addition, Uniform Patrol includes a school resource officer assigned to Nags Head Elementary School.

The Criminal Investigation Unit consists of an investigative sergeant and three officers who perform in-depth investigations of felony and serious misdemeanor crimes to build successful cases for prosecution. This unit also investigates violations of the state and federal Controlled Substance Act and prepares cases for prosecution in both state and federal courts.

Animal Control conducts an effective animal control, animal protection, and rabies mitigation program. The full-time animal control/law enforcement officer investigates animal bites, animals running at large, feral animal colonies, and nuisance animal problems. The Unit provides for the placement and monitoring of animal traps and the transport of animals taken into the custody to the Dare County Animal Shelter. In addition, Animal Control returns domestic animals to their rightful owner(s) and investigates animal-related complaints to ensure the public's safety.

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GOALS

- Improve cooperative working associations with residents, visitors, and business owners through relationship building, teamwork, educational and innovative programs.
- Identify alternative funding sources for departmental programs and resources.
- Create an environment that reduces the fear of crime by promoting clean, safe, secure, and livable neighborhoods through proactive police activities
- Strive to increase the overall safety of our residents, visitors, and business owners.
- Continue to build a service-oriented department that recognizes the positive contributions of its employees.
- Partner with the community to solve problems and create solutions.
- Ensure that officers are trained in community-oriented policing and problem solving.
- Develop policies that enhance and support the Department's transparency and legitimacy.

OBJECTIVES AND PERFORMANCE INDICATORS

Objective -Modernize existing programs while creating new ones to further our community policing philosophy.

Performance Indicators –

- Expand training opportunities to increase awareness and support of 21st Century Policing.
- Explore methods for increasing participation in our Community Watch Program, while building on our successes with events such as Coffee with a Cop, National Night Out and our annual Easter Egg Hunt.
- Improve upon the Citizen's Police Academy by communicating our policing philosophy and offering a transparent look at police operations to help strengthen our community relationships.
- Explore opportunities to establish new programs for adults and children that promote our community policing philosophy and offer opportunities for our officers engage the community and break down barriers.
- Use our bicycle registration program to promote community policing atmosphere and assist in return of unclaimed bicycles.
- Explore ways to leverage technology such as the Neighbors App to increase community awareness and partnerships.
- Use the body worn camera program to enhance transparency and safety.

Objective - Pursue grant and partnership opportunities using local, state, and federal resources to increase our service level to the community.

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Performance Indicators –

- Continue a close working relationship with the Governor’s Crime Commission, while researching all grant opportunities that may increase our level of service.
- Include police personnel in determining department needs and what equipment may qualify for grant funding.
- Continue the close working relationship with the Dare County Sheriff’s Office in all areas including narcotics enforcement and criminal investigations to provide a higher level of service to our community.
- Build upon the new partnership with the Federal Agencies to further expand investigations to provide higher level of service.

Objective – Promote a safe and secure Town utilizing educational programs that enhance traffic and pedestrian safety.

Performance Indicators –

- Support our current pedestrian and bicycle safety programs at Nags Head Elementary while expanding avenues that further educate our citizens and visitors.
- Continue to promote our “Safe Exchange Zone” during the sale or purchase of items traded on the Internet.
- Continue to work closely with the North Carolina Department of Transportation to identify and improve conditions contributing to traffic accidents/pedestrian safety (i.e. successes in acquiring bike helmets and lights through a grant with North Carolina Department of Transportation).
- Continue to partner with event hosts to provide safety and security for participants and attendees. The ever-growing list of events range from special town events such as the St. Patrick’s Day Parade and 4th of July Fireworks, to running events and surfing competitions. Additionally, the department staff’s numerous events held at the Sound Side Event Site.
- Continue to partner with other Town departments, the Outer Banks Bicycle and Pedestrian Safety Coalition, and the Safe Routes to School initiative to educate our residents and visitors on traffic and pedestrian safety (i.e. Bike and Walk to School Days).
- Engage our visiting international students through set programs or as officer’s one-on-one to educate them on our bike/ pedestrian/ and traffic laws.

Objective - Increase citizen education and information sharing strategies

Performance Indicators –

- Effectively use the Nags Head Police Department Facebook and Instagram social media footprint to increase transparency, share information, and educate our residents and visitors on current safety issues as well as to proactively detect and deter crime.

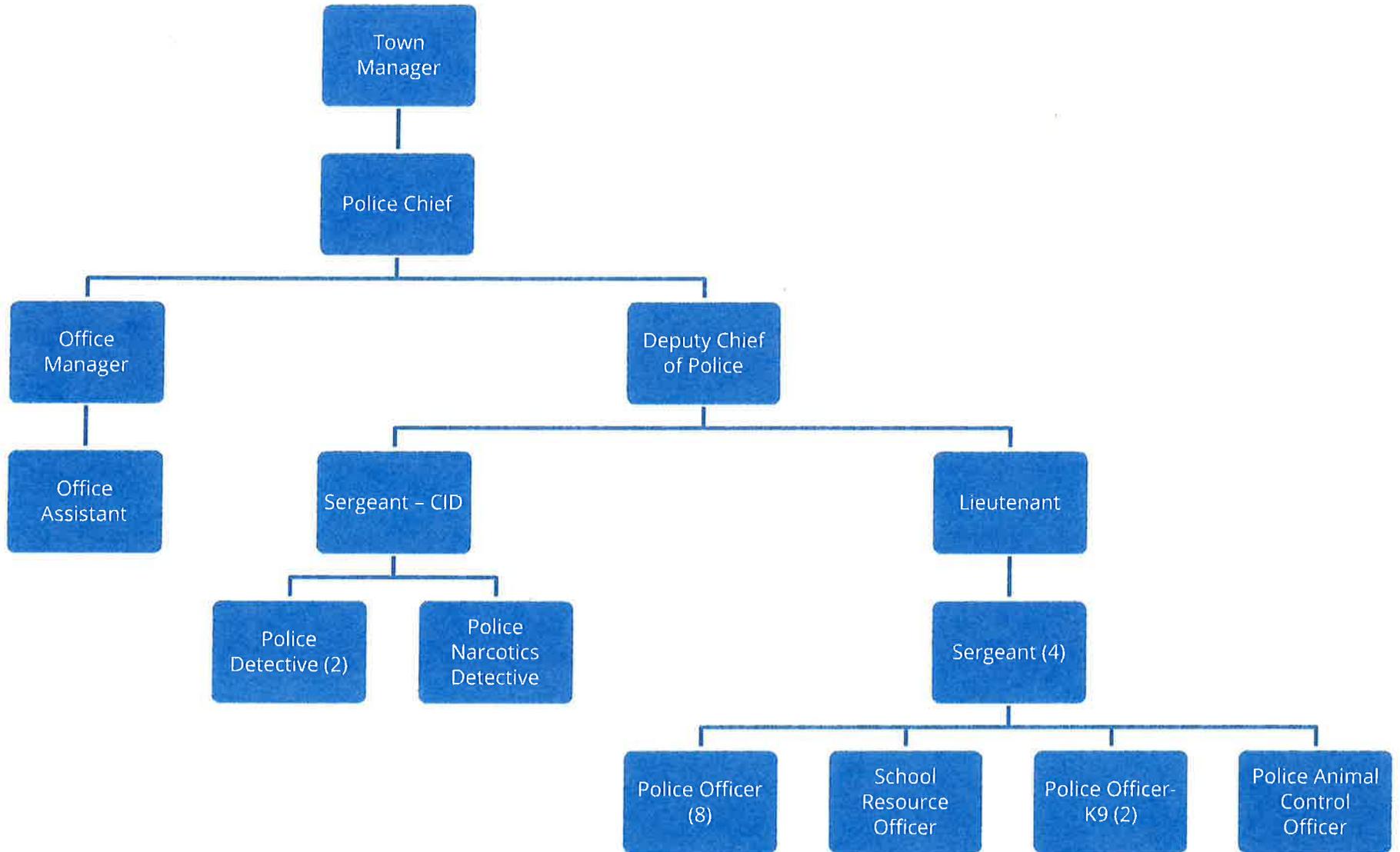
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- Employ the department's website and the Nags Head Community Information Exchange Program, to provide direction and information to the public.
- Use all officers and staff to engage residents and visitors while at work and play to make them more aware of their surroundings and offer tips on safety and crime prevention.
- Through the Town's public information officer, continue the use of video technology in creation of Public Service Announcements to further promote education of our citizens/visitors while increasing public safety awareness.

Objective- Implement effective carbon footprint strategies

- Use effective crime control and proactive policing to reduce crime and the carbon footprint associated with criminal activity.
- Research alternative equipment and vehicles that utilize battery power as opposed to fossil fuels
- Weigh the impact of production and disposal of alternate fuel sources, such as battery power, has on the environment.
- Reinforce employ responsibility to reduce emissions through unnecessary idling of vehicles.
- Refit the department with motion center lights and LED.

POLICE ORGANIZATION AND STAFFING

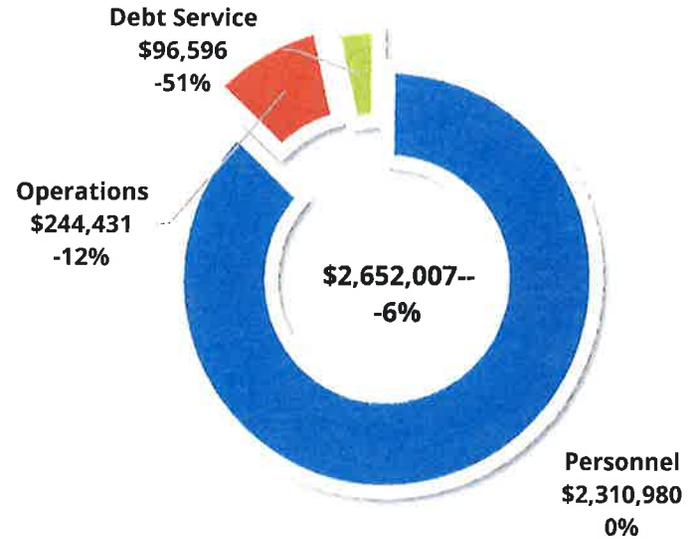


POLICE – BUDGET HIGHLIGHTS

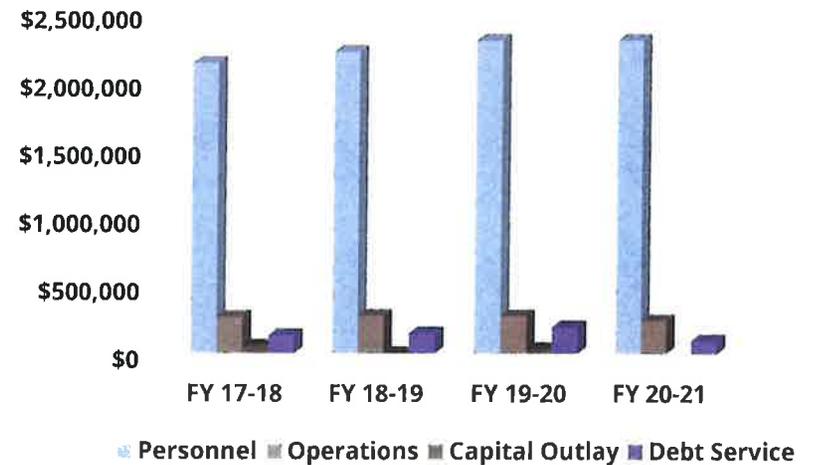
HIGHLIGHTS

- Replacement of the Police Department's 800MHz radio system at a cost of \$245,202 is recommended. The financing of these new radios is proposed to be a five-year loan in arrears with the first debt payment of \$56,636 in fiscal year 2021-2022.
- Funding in the amount of \$69,017 is included for the state statute required police separation allowance for three retired officers.

**Recommended Expenditures by Function
2020-2021/Percentage Change From FY 2019-2020**



FY 2020-2021 Recommended Expenditures and Expenditure History



**Town of Nags Head
Recommended Budget
For the Fiscal Year 2020-2021**

Department:

Police

Account Description	Departmental Requested 2020-2021	Manager's Recommended 2020-2021	Financial Plan 2020-2021	Adopted Budget 2019-2020	Adjusted Budget 2018-2019	Estimated Actual Expenditures 2019-2020	Actual Expenditures 2018-2019	Actual Expenditures 2017-2018
PERSONNEL SERVICES								
SALARIES- REGULAR PAY	\$ 1,389,507	\$ 1,389,507	\$ 1,474,134	\$ 1,403,872	\$ 1,495,806	\$ 1,360,064	\$ 1,427,723	\$ 1,435,766
SALARIES - LONGEVITY PAY	30,287	30,287	30,789	24,790	-	-	-	-
OVERTIME PAY	26,100	26,100	26,100	26,100	-	-	-	-
HOLIDAY PAY	38,066	38,066	38,066	38,066	-	-	-	-
FICA TAX	113,523	113,523	120,035	114,201	114,416	98,363	103,858	104,271
GROUP HEALTH INSURANCE	350,528	350,528	382,527	365,396	365,396	354,840	312,995	323,898
RETIRES GROUP HEALTH INSUR	57,432	57,432	60,308	50,327	51,908	51,913	46,733	40,313
RETIREMENT	8,792	8,792	15,630	13,447	12,248	6,821	8,716	8,332
RETIREMENT LAW ENFORCEMENT	153,487	153,487	155,312	131,282	132,097	123,878	111,892	108,890
401 K	1,722	1,722	5,817	5,639	5,373	1,451	2,229	2,206
401 K LAW ENFORCEMENT	72,519	72,519	69,590	66,059	66,059	65,016	65,547	65,956
POLICE SEPARATION ALLOWANCE	69,017	69,017	68,884	68,884	68,884	68,884	64,956	42,621
Subtotal Personnel Services	\$ 2,310,980	\$ 2,310,980	\$ 2,447,192	\$ 2,308,063	\$ 2,312,187	\$ 2,131,231	\$ 2,144,649	\$ 2,132,253
OPERATIONS								
TRAINING	\$ 30,683	\$ 13,215	\$ 29,283	\$ 25,615	\$ 26,215	\$ 26,215	\$ 18,934	\$ 25,569
BUILDING/EQUIPMENT RENTAL	9,575	9,575	9,275	9,275	9,275	9,170	9,107	9,256
TELEPHONE	13,758	10,658	9,908	13,678	13,678	11,655	12,961	14,774
TELEPHONE - CELL PHONE STIPEND	9,415	9,415	9,540	9,540	9,540	2,393	8,560	8,190
POSTAGE	1,950	1,950	1,950	1,950	1,950	546	726	941
ADVERTISING	475	300	475	300	300	295	357	-
PRINTING	1,270	1,142	1,270	1,142	1,142	340	398	189
FUEL COSTS	63,000	63,000	63,000	63,000	63,000	59,259	52,025	54,829
DEPARTMENT SUPPLIES	49,415	35,211	49,360	39,123	49,838	57,875	56,698	58,439
OTHER SUPPLIES	9,560	5,360	7,560	5,360	5,360	6,545	8,770	6,522
MAINT/REPAIR EQUIPMENT	43,690	31,397	31,397	31,397	33,183	43,235	32,561	28,434
MAINT/REPAIR FIRING RANGE	13,600	5,000	5,000	5,000	5,000	1,827	2,450	2,078
VEHICLE MAINTENANCE	28,750	28,050	28,050	26,750	27,598	24,964	17,311	29,051
UNIFORMS	25,409	14,695	17,231	24,771	31,583	23,826	14,857	15,520
PROFESSIONAL FEES	8,810	8,420	8,510	8,320	8,320	5,083	4,498	4,781
CONTRACTED SERVICES	7,730	2,150	6,530	6,530	6,530	5,065	3,068	2,577
DUES AND SUBSCRIPTIONS	1,893	1,893	1,693	1,693	1,693	1,463	727	1,026
SPECIAL INVESTIGATIONS	6,000	3,000	3,000	3,000	3,000	3,000	4,480	1,000
Subtotal Operations	\$ 324,983	\$ 244,431	\$ 283,032	\$ 276,444	\$ 297,205	\$ 282,756	\$ 248,488	\$ 263,176
CAPITAL OUTLAY								
CAPITAL OUTLAY EQUIPMENT	\$ 18,564	\$ -	\$ 17,000	\$ 31,686	\$ 31,686	\$ 31,686	\$ -	\$ -
CAPITAL OUTLAY GOV CRIME COMM	-	-	-	-	22,785	22,785	-	42,376
CAPITAL OUTLAY VEHICLE	3,000	-	3,000	3,000	166,632	166,632	143,477	169,631
Subtotal Capital Outlay	\$ 21,564	\$ -	\$ 20,000	\$ 34,686	\$ 221,103	\$ 221,103	\$ 143,477	\$ 212,007

**Town of Nags Head
Recommended Budget
For the Fiscal Year 2020-2021**

Department:

Police

Account Description	Departmental Requested 2020-2021	Manager's Recommended 2020-2021	Financial Plan 2020-2021	Adopted Budget 2019-2020	Adjusted Budget 2018-2019	Estimated Actual Expenditures 2019-2020	Actual Expenditures 2018-2019	Actual Expenditures 2017-2018
<i>DEBT SERVICE</i>								
L/P PRINCIPAL	\$ 144,629	\$ 93,506	\$ 170,091	\$ 191,171	\$ 191,171	\$ 189,030	\$ 143,134	\$ 135,894
L/P INTEREST	3,090	3,090	5,190	5,177	5,177	4,828	4,366	1,961
<i>Subtotal Debt Service</i>	\$ 147,719	\$ 96,596	\$ 175,281	\$ 196,348	\$ 196,348	\$ 193,858	\$ 147,500	\$ 137,855
TOTALS	\$ 2,805,246	\$ 2,652,007	\$ 2,925,505	\$ 2,815,541	\$ 3,026,843	\$ 2,828,948	\$ 2,684,114	\$ 2,745,291

**Town of Nags Head
Recommended Budget
For the Fiscal Year 2020-2021**

Police

Description of Capital Items	Departmental Requested 2020-2021	Manager's Recommended 2020-2021	Financial Plan
Capital Outlay Equipment			
1. Replacement mobile radar trailer*	\$ 18,564	\$ -	\$ 17,000
Total Capital Outlay Equipment	\$ 18,564	\$ -	\$ 17,000
New Debt Payments			
1. 3 Vehicles totaling \$147,545 (includes body cameras)*	\$ 51,123	\$ -	\$ 48,847
2. Replacement of 800MHz Radios at a cost of \$245,202^	-	-	26,135
Total New Debt Payments	\$ 51,123	\$ -	\$ 74,982
Capital Outlay Vehicle			
1. Excise tax on new vehicles	\$ 3,000	\$ -	\$ 3,000
Total Capital Outlay Vehicle	\$ 3,000	\$ -	\$ 3,000

* surplus two (2) 2014 Dodge Chargers and one (1) 2015 Dodge Charger
surplus 2010 radar trailer

^surplus 2009 800MHz radio system

Procure in fiscal year 2020-2021, five year loan in arrears with first debt payment of \$56,636 in fiscal year 2021-2022