Collin County Sheriff's Office

Development of Validated Methods to Determine Staffing Needs Due to Population Growth

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Proposal Prepared By:
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PROJECT OBJECTIVE

The Collin County Sheriff's Office (CCSO) is seeking the following:

1) The development of validated methods to determine staffing needs due to residential development in municipalities in which the CCSO currently provides law enforcement services and in unincorporated areas of Collin County. Validated methods will be developed for detention, records, dispatch, criminal investigations, and patrol. The validated methods may include benchmarks, metrics, or formulas to address staffing needs as the County grows. The validated methods will be utilized for illustrative purposes to forecast CCSO potential staffing increases in detention, records, dispatch, criminal investigations, and patrol over the next five years.

TASKS TO ACCOMPLISH OBJECTIVE

Numerous tasks will be completed to accomplish the project objective. The anticipated tasks are noted below. However, it is expected that the tasks will be modified as the project progresses and the input of CCSO personnel is received.

- Assess current methods utilized by the CCSO to determine staffing needs in detention, records, dispatch, criminal investigations, and patrol

- Analyze workload-based data for detention, records, dispatch, criminal investigations, and patrol

- Interview CCSO command staff members who supervise detention, records, dispatch, criminal investigations, and patrol

- Understand development over next five years in municipalities in which the CCSO currently provides law enforcement services such as the City of Blue Ridge, City of Lucas, Town of St. Paul, and City of Weston, among others

- Identify development over next five years in unincorporated areas of Collin County

- Differentiate between residential and commercial/retail development within the expected growth

- Attend CCSO strategic plan development meetings, as requested

• Review current contractual obligations CCSO has to provide law enforcement services to municipalities

• Where they exist, law enforcement industry standards and contemporary staffing standards will be incorporated into the project

• Development of validated methods which may include benchmarks, metrics, or formulas to determine staffing needs in detention, records, dispatch, criminal investigations, and patrol as the County grows

• Submit draft report to CCSO command staff

• Receive feedback and comment on draft report

• Finalize report and disseminate

• Present report findings to CCSO employees, members of County government, Collin County Commissioners Court, and CCSO constituents, as requested

DELIVERABLE

The written report will discuss the data assessed, analysis completed, validated methods developed, and illustrative application of these methods to detention, records, dispatch, criminal investigations, and patrol to forecast growth within these CCSO personnel areas over the next five years.

SCHEDULE

The research project will be conducted over a four-month period and can commence as early as requested by CCSO.

CONTRACT & COST

The Collin County Sheriff's Office will contract with Justice Research Consultants, LLC (JRC) and it's principal researcher, Eric J. Fritsch, Ph.D.,[1] to complete this project.

The project will cost $14,320.

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[1] The author's police staffing assessment credentials and experience are presented in Appendix A.

APPENDIX A

Eric J. Fritsch, Ph.D.
Police Staffing Assessment Credentials and Experience

Dr. Fritsch is the owner/operator and principal researcher of Justice Research Consultants, LLC. He holds a doctoral degree (Ph.D.) in Criminal Justice from Sam Houston State University. He also earned a master's degree (M.A.) in Criminal Justice and Criminology and a baccalaureate degree (B.S.) in Law Enforcement and Police Science.

Dr. Fritsch has substantial prior experience working with law enforcement agencies throughout the United States and has completed work internationally. In particular, he has over 20 years of experience conducting staffing assessments for law enforcement agencies. Over the past few years, he has completed or is currently completing staffing assessments for the following law enforcement agencies in the United States:

1) Aberdeen, WA Police Department;
2) Allen, TX Police Department;
3) Anaheim, CA Police Department;
4) Anna, TX Police Department;
5) Andover, KS Police Department;
6) Bay Area Rapid Transit, CA Police Department;
7) Buena Park, CA Police Department;
8) Burnet, TX Police Department;
9) Cedar Park, TX Police Department;
10) Cibolo, TX Police Department;
11) Clayton, MO Police Department;
12) Dallas Area Rapid Transit, TX Police Department;
13) Denton, TX Police Department;
14) DeSoto, TX Police Department;
15) Elk Grove, CA Police Department;
16) El Paso, TX Police Department;
17) Farmers Branch, TX Police Department;
18) Fredericksburg, VA Police Department;
19) Frisco, TX Police Department;
20) Fullerton, CA Police Department;
21) Georgetown, TX Police Department;
22) Guilford County, NC Sheriff's Office;
23) Hutto, TX Police Department;
24) Lenexa, KS Police Department;
25) Los Angeles World Airports Police Department;
26) Mansfield, TX Police Department;
27) Marble Falls, TX Police Department;
28) McKinney, TX Police Department;
29) Middleton, WI Police Department;
30) Midland, TX Police Department;
31) Monona, WI Police Department;
32) North Richland Hills, TX Police Department;
33) Oconomowoc, WI Police Department;
34) Overland Park, KS Police Department;
35) Papillion, NE Police Department;

36) Princeton, TX Police Department;
37) Prosper, TX Police Department;
38) Richardson, TX Police Department;
39) Riley County, KS Police Department;
40) Rowlett, TX Police Department;
41) Sachse, TX Police Department;
42) Santa Ana, CA Police Department;
43) Shelby County, AL Sheriff's Office;
44) Sherman, TX Police Department;
45) Show Low, AZ Police Department;
46) Sierra Vista, AZ Police Department;
47) St. Martin Parish, LA Sheriff's Office;
48) University of North Texas Health Science Center Police Department;
49) Van Alstyne, TX Police Department;
50) Weatherford, TX Police Department;
51) Westminster, CA Police Department;
52) Wheat Ridge, CO Police Department; and,
53) Wylie, TX Police Department.

Dr. Fritsch has conducted police staffing work internationally as well. He has completed patrol allocation and deployment studies for the Norwegian National Police, Regina Saskatchewan Canada Police Service and Riyadh Saudi Arabia. In addition, he conducted training on police patrol allocation and deployment modeling to Turkish Gendarmerie commanders in Istanbul, Turkey in May 2014.

In recognition of his expertise in conducting police staffing assessments, Dr. Fritsch provided training on "how to" conduct police staffing assessments at the 2013 annual meeting of the International Association of Law Enforcement Planners.

Dr. Fritsch is a national expert on police staffing, patrol allocation and deployment strategies. In addition, Dr. Fritsch developed proprietary software called the Model for the Allocation of Patrol Personnel (MAPP). MAPP is one of only a very few modern police patrol allocation and deployment models in existence and is the only model that has been stringently validated. In addition, Dr. Fritsch has completed the only in-depth study of police staffing sold nationally as a primary book: *Police Patrol Allocation and Deployment* (Prentice-Hall, 2009).

Finally, Dr. Fritsch serves as a professor in the Department of Criminal Justice at the University of North Texas (UNT) where he has worked for 25 years. He has taught graduate level research methods for over 20 years at UNT and has authored *Applied Research Methods in Criminal Justice and Criminology (*New York: McGraw-Hill, 2014) demonstrating his research expertise.