

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 proactive policing, with an emphasis on 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, 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, computer operations, training coordination and budget preparation.

Patrol is comprised of sergeants and officers. Sergeants supervise the 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's capable of drug detection and search/rescue, and the school resource officer assigned to Nags Head Elementary School.

The Criminal Investigation Unit consists of an investigative sergeant and three designated police 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 -

- 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.

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

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.

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- 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 -

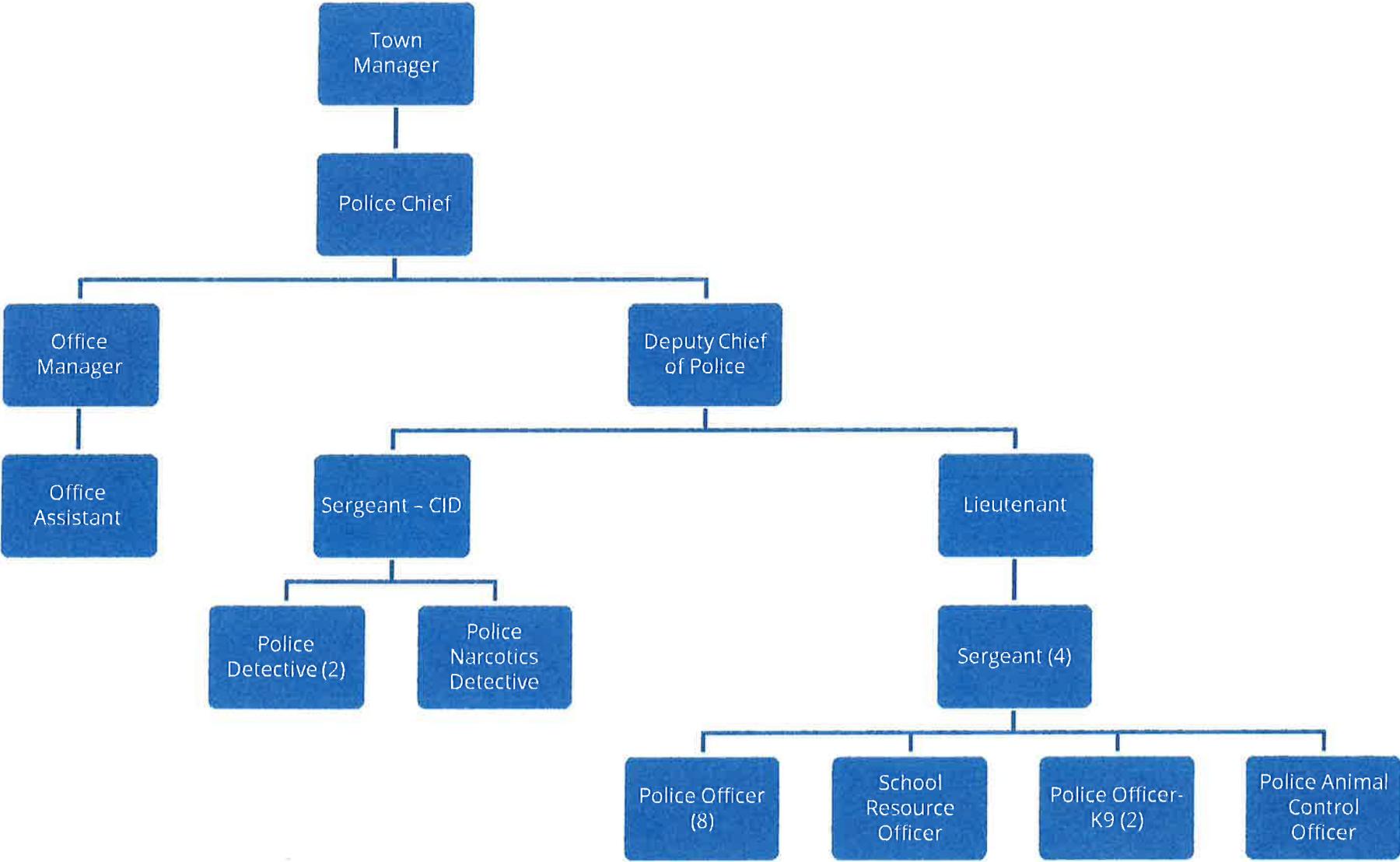
- Support our current pedestrian and bicycle safety programs at Nags Head Elementary while expanding avenues that further educate our citizens and visitors.
- Establish a "Safe Exchange Zone" to promote safety during the sale or purchase of items traded on the Internet.
- Continue to work closely with 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 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 officers one-on-one to educate them on our bike/pedestrian/ and traffic laws.

Objective - Increase citizen education and information sharing strategies

Performance Indicators -

- Continue the effective use of social media; the Department's website, the Nags Head Community Information Exchange Program, Facebook and Twitter, to detect and deter crimes, to share information and educate our residents and visitors on current safety issues.
- Utilize our beach patrol officer to engage residents and visitors while at 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.

POLICE ORGANIZATION AND STAFFING

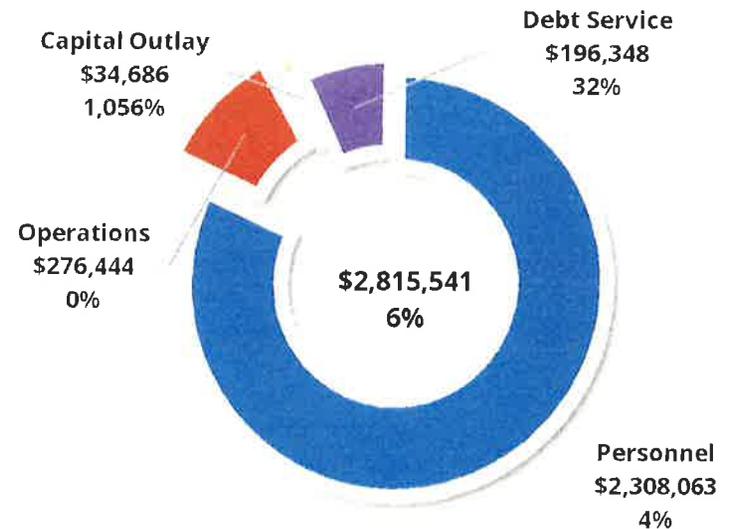


POLICE – BUDGET HIGHLIGHTS

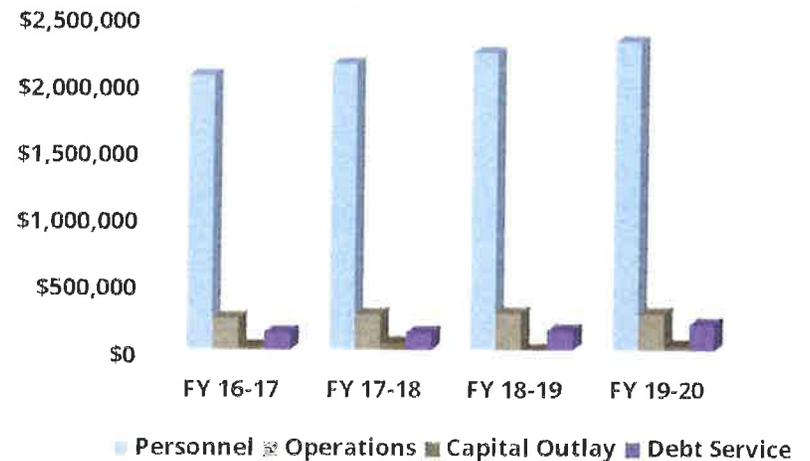
HIGHLIGHTS

- New debt includes the purchase of three replacement vehicles at \$140,978, financed over three years at 4% at \$48,847 per year. This cost includes a police body camera to be purchased with each vehicle.
- Capital outlay includes a replacement message board at \$18,000, funded through Police Facility Fees, and a replacement four-wheeler at \$13,686.
- Funding of \$68,884 is included for the state statute-required police separation allowance for three retired officers.

Adopted Expenditures by Function
2019-2020/Percentage Change From FY 2018-2019



FY 2019-2020 Adopted Expenditures and Expenditure History



**Town of Nags Head
Adopted Budget
For the Fiscal Year 2019-2020**

Department: *Police*

Account Description	Manager's Recommended 2019-2020	Adopted Budget 2019-2020	Financial Plan 2020-2021	Adopted Budget 2018-2019	Adjusted Budget 2018-2019	Estimated Actual Expenditures 2018-2019	Actual Expenditures 2017-2018	Actual Expenditures 2016-2017
PERSONNEL SERVICES								
SALARIES- REGULAR PAY	\$ 1,403,872	\$ 1,403,872	\$ 1,474,301	\$ 1,361,571	\$ 1,474,968	\$ 1,366,597	\$ 1,435,766	\$ 1,367,879
SALARIES - LONGEVITY PAY	24,790	24,790	30,622	35,252	-	-	-	-
OVERTIME PAY	26,100	26,100	26,100	26,100	-	-	-	-
HOLIDAY PAY	38,066	38,066	38,066	38,066	-	-	-	-
FICA TAX	114,201	114,201	120,035	111,766	112,296	99,308	104,271	99,425
GROUP HEALTH INSURANCE	365,396	365,396	382,527	343,767	343,767	297,741	323,898	307,669
RETIREES GROUP HEALTH INSUR	50,327	50,327	60,308	50,432	50,432	47,953	40,313	37,815
RETIREMENT	13,447	13,447	15,630	8,780	8,780	8,449	8,332	7,770
RETIREMENT LAW ENFORCEMENT	131,282	131,282	155,312	114,279	114,867	106,453	108,890	100,394
401 K	5,639	5,639	5,817	2,266	2,266	2,164	2,206	2,122
401 K LAW ENFORCEMENT	66,059	66,059	69,590	67,223	67,569	62,619	65,956	62,574
POLICE SEPARATION ALLOWANCE	68,884	68,884	68,884	64,507	64,507	-	42,621	44,261
Subtotal Personnel Services	\$ 2,308,063	\$ 2,308,063	\$ 2,447,192	\$ 2,224,009	\$ 2,239,452	\$ 1,991,283	\$ 2,132,253	\$ 2,029,909
OPERATIONS								
TRAINING	\$ 25,615	\$ 25,615	\$ 29,283	\$ 25,615	\$ 25,615	\$ 14,279	\$ 25,569	\$ 20,967
BUILDING/EQUIPMENT RENTAL	9,275	9,275	9,275	9,475	9,475	10,370	9,256	8,624
TELEPHONE	13,678	13,678	9,908	14,807	14,807	14,118	14,774	13,416
TELEPHONE - CELL PHONE STIPEND	9,540	9,540	9,540	9,540	9,540	6,715	8,190	8,914
POSTAGE	1,950	1,950	1,950	1,950	1,950	729	941	959
ADVERTISING	300	300	475	300	300	221	-	49
PRINTING	1,142	1,142	1,270	998	998	171	189	425
FUEL COSTS	63,000	63,000	63,000	63,000	63,000	48,962	54,829	47,898
DEPARTMENT SUPPLIES	39,123	39,123	49,360	48,184	61,100	61,821	58,439	40,485
OTHER SUPPLIES	5,360	5,360	7,560	7,560	7,965	7,126	6,522	6,955
MAINT/REPAIR EQUIPMENT	31,397	31,397	31,397	34,397	34,397	33,023	28,434	25,776
MAINT/REPAIR FIRING RANGE	5,000	5,000	5,000	1,150	11,600	3,000	2,078	9,385
VEHICLE MAINTENANCE	26,750	26,750	28,050	28,025	28,161	13,319	29,051	22,836
UNIFORMS	24,771	24,771	17,231	16,653	17,256	13,420	15,520	11,043
PROFESSIONAL FEES	8,320	8,320	8,510	7,320	7,920	3,427	4,781	12,064
CONTRACTED SERVICES	6,530	6,530	6,530	5,030	5,030	3,699	2,577	1,405
DUES AND SUBSCRIPTIONS	1,693	1,693	1,693	1,663	1,663	536	1,026	1,022
SPECIAL INVESTIGATIONS	3,000	3,000	3,000	2,000	4,480	5,973	1,000	-
Subtotal Operations	\$ 276,444	\$ 276,444	\$ 283,032	\$ 277,667	\$ 305,257	\$ 240,909	\$ 263,176	\$ 232,223

**Town of Nags Head
Adopted Budget
For the Fiscal Year 2019-2020**

Department: *Police*

Account Description	Manager's Recommended 2019-2020	Adopted Budget 2019-2020	Financial Plan 2020-2021	Adopted Budget 2018-2019	Adjusted Budget 2018-2019	Estimated Actual Expenditures 2018-2019	Actual Expenditures 2017-2018	Actual Expenditures 2016-2017
<i>CAPITAL OUTLAY</i>								
CAPITAL OUTLAY EQUIPMENT	\$ 31,686	\$ 31,686	\$ 17,000	\$ -	\$ -	\$ -	\$ -	\$ 134,405
CAPITAL OUTLAY GOV CRIME COMM	-	-	-	-	-	-	42,376	24,500
CAPITAL OUTLAY VEHICLE	3,000	3,000	3,000	3,000	167,648	167,648	169,631	-
<i>Subtotal Capital Outlay</i>	\$ 34,686	\$ 34,686	\$ 20,000	\$ 3,000	\$ 167,648	\$ 167,648	\$ 212,007	\$ 158,905
<i>DEBT SERVICE</i>								
L/P PRINCIPAL	\$ 191,171	\$ 191,171	\$ 170,091	\$ 143,992	\$ 143,992	\$ 143,134	\$ 135,894	\$ 130,446
L/P INTEREST	5,177	5,177	5,190	4,367	4,367	4,367	1,961	1,602
<i>Subtotal Debt Service</i>	\$ 196,348	\$ 196,348	\$ 175,281	\$ 148,359	\$ 148,359	\$ 147,501	\$ 137,855	\$ 132,048
TOTALS	\$ 2,815,541	\$ 2,815,541	\$ 2,925,505	\$ 2,653,035	\$ 2,860,716	\$ 2,547,341	\$ 2,745,291	\$ 2,553,085

**Town of Nags Head
Adopted Budget
For the Fiscal Year 2019-2020**

Police

Description of Capital Items	Manager's Recommended 2019-2020	Adopted Budget 2019 - 2020	Financial Plan
Capital Outlay Equipment			
1. Replacement message board (funded through Police facility fees)*	\$ 18,000	\$ 18,000	\$ -
2. Replacement four-wheeler for beach patrol*	13,686	13,686	-
3. Replacement mobile radar trailer*	-	-	17,000
Total Capital Outlay Equipment	\$ 31,686	\$ 31,686	\$ 17,000
New Lease Payments			
1. 3 Vehicles totaling \$140,978 (includes body cameras)*	\$ 48,847	\$ 48,847	\$ 48,847
2. 3 Vehicles totaling \$145,467 (includes body cameras)*	-	-	50,403
3. Replacement of 800MHz Radios at a cost of \$75,429*	-	-	26,135
Total New Lease Payments	\$ 48,847	\$ 48,847	\$ 125,385
Capital Outlay Vehicle			
1. Excise tax on new vehicles	\$ 3,000	\$ 3,000	\$ 3,000
Total Capital Outlay Vehicle	\$ 3,000	\$ 3,000	\$ 3,000

* surplus two (2) 2014 Dodge Chargers and one (1) 2014 Chevrolet Tahoe
 surplus 2008 advisory message board
 surplus 2012 four-wheeler for beach patrol
 surplus two (2) 2014 Dodge Chargers and one (1) 2015 Dodge Charger
 surplus 2010 radar trailer
 surplus 2009 800MHz radio system