



# Addressing Public Safety Needs

August 15, 2022



# Issues to Address:

- Implementation of the Police and Fire Resource Allocation Studies
- Improving Compensation
- Improving Workload



# Improving Compensation:

- Pay Data from MML for Police Officer
- Not all communities participated
- Top 35
- Joplin ranked #69 of participating cities

Municipality	Total Annual Budget	Min Annual	Max Annual
Clayton	\$ 34,323,325	\$ 66,235.00	\$ 79,859.00
Kirkwood	\$ 84,791,197	\$ 65,144.00	\$ 78,925.00
Creve Coeur	\$ 26,953,094	\$ 61,488.00	\$ 79,872.00
Des Peres	\$ 16,837,615	\$ 61,304.00	\$ 85,664.00
Brentwood	\$ 54,500,000	\$ 60,827.00	\$ 80,656.00
Richmond Heights	\$ 24,000,000	\$ 60,667.00	\$ 80,382.00
Maryland Heights	\$ 31,500,000	\$ 60,000.00	\$ 81,339.00
St. Peters	\$ 107,217,410	\$ 59,529.60	\$ 79,372.80
Olivette	\$ 10,500,000	\$ 59,401.00	\$ 80,815.00
Chesterfield	\$ 38,000,000	\$ 58,500.00	\$ 77,397.00
Hazelwood	\$ 27,532,271	\$ 57,325.00	\$ 69,650.00
Wentzville	\$ 105,886,176	\$ 56,632.00	\$ 76,453.00
Florissant	\$ 40,000,000	\$ 56,014.40	\$ 75,379.20
O'Fallon	\$ 103,492,664	\$ 55,078.00	\$ 75,962.00
Crestwood	\$ 13,524,241	\$ 53,000.00	\$ 72,000.00
Lakeshire	\$ 485,301	\$ 52,312.00	\$ 55,848.00
St. John	\$ 4,534,233	\$ 52,166.00	\$ 72,000.00
Glendale	\$ 5,949,300	\$ 51,262.00	\$ 62,905.00
Pacific	\$ 9,200,000	\$ 50,169.60	\$ 60,736.00
Berkeley	\$ 15,000,000	\$ 50,000.00	\$ 55,000.00
Parkville	\$ 17,096,898	\$ 50,000.00	\$ 68,162.00
Riverside	\$ 20,610,000	\$ 50,000.00	\$ 75,000.00
Harrisonville	\$ 53,050,724	\$ 49,952.00	\$ 67,600.00
Overland	\$ 9,275,500	\$ 48,805.54	\$ 65,638.14
Town and Country	\$ 15,813,872	\$ 48,258.00	\$ 87,678.00
St. Clair	\$ 6,503,801	\$ 47,840.00	\$ 56,160.00
Festus	\$ 15,002,693	\$ 47,174.40	\$ 76,419.20
Smithville	\$ 18,874,045	\$ 46,612.00	\$ 65,249.00
Lee's Summit	\$ 236,558,612	\$ 46,480.10	\$ 75,500.05
Warrenton	\$ 12,495,662	\$ 46,440.00	\$ -
Raymore	\$ 20,274,465	\$ 46,410.00	\$ 70,608.72
Blue Springs	\$ 45,099,325	\$ 45,000.00	\$ 79,407.00
Liberty	\$ 65,293,252	\$ 45,000.00	\$ 64,159.00
Nixa	\$ 56,098,576	\$ 44,866.00	\$ 62,192.00
Webb city	\$ 13,775,000	\$ 44,844.80	\$ -



# Improving Compensation:

- Pay Data from MML for Police Chief
- Not all communities participated
- Top 35

Municipality	Annual Budget	Min Annual	Max Annual
Des Peres	\$ 16,837,615	\$ 146,414.00	\$ -
St. Peters	\$ 107,217,410	\$ 132,912.00	\$ 164,590.40
Wentzville	\$ 105,886,176	\$ 125,546.00	\$ -
Clayton	\$ 34,323,325	\$ 122,492.00	\$ 153,116.00
Florissant	\$ 40,000,000	\$ 120,952.00	\$ 128,336.00
Kirkwood	\$ 84,791,197	\$ 118,900.00	\$ 166,451.00
Blue Springs	\$ 45,099,325	\$ 115,148.00	\$ 149,697.00
Chesterfield	\$ 38,000,000	\$ 111,359.00	\$ 151,448.00
O'Fallon	\$ 103,492,664	\$ 110,406.00	\$ 148,782.00
Lee's Summit	\$ 236,558,612	\$ 108,388.80	\$ 162,583.20
Brentwood	\$ 54,500,000	\$ 105,308.00	\$ 145,771.00
St. John	\$ 4,534,233	\$ 105,000.00	\$ 135,000.00
Creve Coeur	\$ 26,953,094	\$ 104,292.00	\$ 145,932.00
Maryland Heights	\$ 31,500,000	\$ 103,044.00	\$ 154,904.00
Hazelwood	\$ 27,532,271	\$ 101,916.00	\$ 123,829.00
Town and Country	\$ 15,813,872	\$ 97,714.00	\$ 158,106.00
Berkeley	\$ 15,000,000	\$ 97,000.00	\$ -
Belton	\$ 28,000,000	\$ 96,093.00	\$ 146,217.00
Parkville	\$ 17,096,898	\$ 94,141.00	\$ 133,702.00
Crestwood	\$ 13,524,241	\$ 94,000.00	\$ 119,180.00
Olivette	\$ 10,500,000	\$ 92,453.00	\$ 126,000.00
Glendale	\$ 5,949,300	\$ 92,277.00	\$ -
Raytown	\$ 35,724,067	\$ 91,376.00	\$ 108,525.00
Sikeston	\$ 20,000,000	\$ 91,145.60	\$ -
Liberty	\$ 65,293,252	\$ 89,692.00	\$ 147,841.00
Riverside	\$ 20,610,000	\$ 88,552.00	\$ 132,829.00
Richmond Heights	\$ 24,000,000	\$ 87,980.00	\$ 125,067.00
Platte City	\$ 4,000,000	\$ 86,281.00	\$ 124,961.00
Grain Valley	\$ 17,386,282	\$ 85,603.25	\$ 128,404.87
Raymore	\$ 20,274,465	\$ 85,200.00	\$ 132,884.00
Ozark	24000000	\$ 85,000.00	\$ 112,000.00
Smithville	\$ 18,874,045	\$ 83,824.00	\$ 125,736.00
Harrisonville	\$ 53,050,724	\$ 83,432.00	\$ 133,491.00
Nixa	\$ 56,098,576	\$ 83,283.00	\$ 128,898.00



# Improving Workload:

- Police Resource Allocation Study Recommended hiring an additional 22 officers: \$2.2m
- FD Resource Allocation Study Recommended adding a centrally located station and staffing (15): \$1.7m



**How can these needs be addressed?**



# Revisiting Proposition Public Safety:

Voters expressed:

- Misuse of existing resources
- Mistrust of the City
- Negative economic conditions (bad timing) & magnitude of property tax impact



## Concerns about the Misuse of resources:

- Improve understanding of the City budget through Budget workshops
- Complete the Benchmark and Level of Service Study (Nov/Dec)
- Seek a townhall event facilitated by the Missouri Municipal League
- Improve communication in Council bills about spending/funding





# Concerns about the Mistrust of Government:

- Reconstitute the Finance Cmt and ask for a review and recommendation on Proposition Public Safety
- Conduct a financial audit from a different consultant
- Improve City website to share key financial information (Audit, budget, etc.)
- Create a financial dashboard to improve transparency of rev/exp



# Concerns about the timing/magnitude:

- Research other tax options such as increasing caps and types of taxes
- After completing previous steps, reassess need for additional revenue in May



# Next Steps:

- Implement Internal Equity Adjustments
- Continue work on the FY23 Budget
- Begin work on the process that has been outlined

