

## Responses to Questions from FY 2020-21 Police Budget Overview Meeting

### **Explain the committee that that was put together by the Mayor and City Council to spend \$1 million on social programs and where did the money come from?**

During the FY 2021 budget adoption, City Council approved a resolution to form a Community Investments Review Committee to make recommendations for city investments of up to \$1 million dollars to address conditions which contribute to poverty and hardship in our community. There are 18 members, 2 representing each ward and 2 at-large members. The City is receiving some CARES Act funding that is earmarked for specific COVID-19 relief efforts. These new resources allow us to free-up resources to fund the \$1 million for the CIRC.

### **Where does the money go from vacant positions?**

Each year, the City budgets salary savings which generally is used to offset costs at the end of the year. For the police department, since they have ongoing vacancies due to recruitment and retention issues, the salary savings is typically used to offset overtime costs.

### **The WSPD expenditures document indicates that fuel, yearly, costs a total of \$941,700. The FY 2020-21 budget assumes an average \$1.85 per gallon (unleaded). What are some methods of reducing fuel costs? And where is the \$1.85 per gallon fuel coming from (this seems low!)?**

The budgeted price per gallon of fuel is based on estimates from the U.S. Energy Information Administration and the average price per gallon paid by the City. The price per gallon is lower than what the average consumer would see at a gas station because federal and state taxes are not included.

### **Where in the budget is the CESF grant located? How is this grant being used by WSPD?**

As part of the Federal Government's CARES Act, passed by Congress to assist with the response to the novel coronavirus pandemic, the United States Department of Justice (DOJ) and Bureau of Justice Assistance (BJA) has made available the Fiscal Year 2020 Coronavirus Emergency Supplemental Funding Program (CESF) grant. This grant is formula-based, and the City of Winston-Salem's allocated amount is \$523,520. The funds are proposed to be spent on laptop computers, LexisNexis reporting system, Street Smart for COVID-19 tracking, personal protective equipment, and response team equipment.

### **Are there specific nationwide examples of police reforms and budget reduction or re-allocation? Were they successful?**

Cities across the country are considering reforms to police department policies as well as potential reductions or reallocations of department budgets. While a handful of cities have already approved reducing or reallocating funding from Police department budgets, it remains too early to measure success or realize the full impact of those changes.

### **Provide information on the DWI taskforce with Forsyth County and Kernersville. How will it address the issues of crime?**

The DWI Task Force was created in response to alarming traffic statistics for Forsyth County, including one that ranked the county third in the state for alcohol-related traffic fatalities over

10 years ago. The Task Force is a valuable crime fighting initiative not only in apprehending intoxicated drivers, but for the number of illegal drugs, firearms, and other similar type of items seized at the time intoxicated drivers are arrested.

The Task Force learned early on that education was a powerful tool in preventing violations from occurring. The IMPACT Class is taught to Driver's Education Classes throughout Forsyth County. This utilizes a PowerPoint and open conversation, covering the following topics: DWI, Underage Drinking and Driving, Speed Competition, Speeding, C&R Driving, Texting and Driving, and what to do during a traffic stop.

The Task Force also utilizes such educational tools as the Seatbelt Convincer and DWI Simulator, at public events such as Health Fairs, Community Events etc., to also educate the public on the dangers of not wearing a seatbelt and impaired driving.

Attached is a report showing the number of drug related crimes, forfeiture, and education programs that have taken place as part of the Task Force over the past ten years.

**Not enough hours have been allocated to de-escalation and implicit bias training. Please explain the lack of this training.**

All of our sworn officers are required to complete several types of training related to how we interact with our citizens. Training is completed in recruit school and during required annual in-service training. Additionally, we are currently training all of our sworn staff and several members of our civilian staff in Crisis Intervention Training (CIT).

Many of the courses listed below have been required for a significant number of years; however, all of the following courses have been mandated for every officer since 2017. Most of the trainings below do not have a cost associated with them because they are either conducted by WSPD staff, or the training is free or sponsored by Forsyth Technical College.

- Individuals with Mental Illness/Developmental Disabilities Training: This is critical for specific instances in which an officer must recognize that a citizen may need special assistance as opposed to just being the suspect in a crime. This class aids in decision-making and situational awareness as well as providing information on the intricacies or recognition of assisting citizens with special needs. There are practical exercises in this block of instruction as well as a pass/fail written test.  
**(All WSPD police recruits attend this training as part of their Basic Law Enforcement Training and there is no cost for this training).**
- Reality Based Training: This training is conducted prior to scenario-based training and is largely geared toward proficiency with issued equipment in a crisis environment. Utilizing training equipment, the recruit is placed in situations where he has to decide what level, if any, of force to use. Upon conclusion, the recruit must explain the lawful parameters surrounding his decisions and the actions taken.

**(WSPD sworn officers attended this training from 2010 to Present and there is no cost for this training).**

- Crisis Intervention Training (all sworn officers have not completed this block of training, but that is the goal): This training provides detailed instruction about victims in crisis, how to recognize the signs of a citizen who may be exhibiting unusual or potentially criminal behavior due to mental illness or medical issues, and how to properly deal with such situations. There is also a large amount of citizen immersion that occurs, in which members of the community speak to officers about situations unique to them to provide officers better insight on how to deal with unusual calls for service.

**(WSPD sworn officers attended this training from 2007 to Present and there is no cost for this training).**

- Implicit Bias Training: This training recognizes the human potential for unconscious bias and how it affects decision-making. Upon completion, officers have a better understanding of implicit bias and how to guard against it affecting their actions/decisions when engaging the public.

**(WSPD sworn officers attended this training from 2016 to 2017 and we are unable to determine the cost for this training at this time).**

- Improving Decision-Making Skills Training: This training focuses on assisting officers with making plans in decision-making, as well as the projected outcomes of decision-making. The concept of “quantum of force” is introduced; “quantum of force” is the theory of “If I..., then what?” which assists officers in making decisions with a specific goal in mind, as well as calculating the potential outcome of those decisions.

**(WSPD sworn officers attended this training in 2017 and there was no cost for this training).**

- De-escalation for Persons in Crisis Training: This training covers recognition of the psychological crisis cycle, what an officer can expect from a citizen in each stage of the crisis, and ways to successfully navigate each stage. Although dynamic and decisive use of physical force may be needed, it is always best to use verbal de-escalation if the opportunity to verbally de-escalate the situation presents itself. A portion of the training also covers recognition of an officer “in crisis” and how that may affect his decision-making. Emotional and mental career survival also are topics of this training.

**(WSPD sworn officers attended this training in 2018 and there was no cost for this training).**

- Equality in Policing Citizens Training: This training reinforces the concepts of treating each citizen with equal respect and importance regardless of gender, race, religion, or social status. It also covers pertinent cultural differences that an officer may encounter, and how to successfully and respectfully address these differences while still maintaining peace and conducting law enforcement actions. At the conclusion of this training, there is a written pass/fail test.

**(WSPD sworn officers attended this training in 2018 and there was no cost for this training).**

- **Juvenile Minority Sensitivity Training:** Much like the Equality in Policing Citizens training, this training reinforces the concepts of treating younger citizens with respect and importance regardless of gender, race, religion, or social status. It also covers pertinent cultural differences specific to juveniles that an officer may encounter, and how to successfully and respectfully address these differences while still maintaining peace and conducting law enforcement actions. This training also covers the psychological aspects of juvenile decision-making, and understanding why a juvenile may only be able to come to certain conclusions based on his life experience. At the conclusion of this training, there is a written pass/fail test.

**(All WSPD police recruits as well as sworn staff attend this training as part of their Basic Law Enforcement Training and in-service training. There is no cost for this training).**

- **Best Practices for Community Dissent Training:** This training covers community dissent and how it may affect the police. Even in times of civil unrest, police officers must balance the protection of a community's First Amendment Rights (including those not favorable to police) with the need for protection of the peace at large. This training covers de-escalation of crowd strategies, as well as establishing relationships within the community. At the conclusion of this training, there is a written pass/fail test.

**(WSPD sworn officers attended this training in 2019 and there was no cost for this training).**

- **Communication Strategies When Encountering Persons Who are Deaf or Hard of Hearing:** This training is to assist officers in acquiring a better understanding of the deaf or hard of hearing along with the best practices in ensuring effective communication with this group of people. Officers will learn about the different categories of deaf individuals. Officers will learn the most common behaviors deaf or hard of hearing individuals display when trying to communicate during a stressful situation. This training also provides effective strategies that law enforcement agencies can adopt to more effectively communicate with the deaf or hard of hearing.

**(WSPD sworn officers attended this training in 2020 and there was no cost for this training).**

**Is there a breakdown of the funds used for training? Where can the public find that and understand how much is being used for de-escalation training?**

Many of the trainings offered for the department do not have a specific cost associated with them because they are either conducted by WSPD staff, or the training is free or sponsored by Forsyth Technical College.

The FY 2020-21 general fund budget includes a total of \$74,000 for training and education. In addition, federal forfeiture funds are also used for training and education purposes. These

funds will be allocated in FY 2020-21 as they are received. In FY 2019-20, \$96,000 from forfeiture was allocated to training and education.

Below is a summary of spending on training and education in the past few years from both funding sources:

	General Fund	Forfeiture	Total
FY 2019-20	\$ 64,530.37	\$ 95,996.66	\$ 160,527.03
FY 2018-19	\$ 58,042.63	\$ 170,677.00	\$ 228,719.63

\* Spending in FY 2019-20 is lower due to travel restrictions and training cancellations due to Covid-19.

**Explain the use of coronavirus relief funds for a public safety supplemental pay increase.**

To date, the state has appropriated a total of \$300 million in Coronavirus Relief Fund (CRF) funds to provide assistance to local governments. Forsyth County received a total distribution of \$13.9 million from the state and plans to distribute \$3,472,407 to the municipalities within the county. From that total, the City of Winston-Salem will receive \$2,690,204.

The City will use the CRF funds to cover existing public safety salaries for sworn police and certified fire personnel paid during FY 2020-2021. As a result of using the CRF funds to cover existing public safety salaries accounted for in the general fund, this makes available \$1,000,000 in Police Department revenues for anti-poverty initiatives developed by the Citizens Investment Review Committee.

**Provide a summary of community resources and agencies that receive funding from the City. What is their impact on quality of life? Do these nonprofit programs have measurable outcomes?**

Each year, the city appropriates funding to nonprofit organizations that provide services to the community. Previously funded programs have included initiatives around affordable housing, human services projects, arts organizations, veteran's services, and more.

A full report on community agency funding is prepared at the end of each fiscal year. The report on FY 2018-19 (link to the report can be found here: <https://www.cityofws.org/2764/Police-Budget-Responses>) is currently available online and includes information about the agencies funded, the amount of funding, and the program's outcomes. An updated report for the 2019-20 fiscal year will be provided to the Mayor and City Council in January 2021.

As part of the application process for funding, agencies must provide measurable goals and performance measures. Agencies that receive funding must report on these goals and performance measures either monthly or quarterly depending on contract requirements.

**Can forfeiture funds be used to address recidivism or quality of life issues?**

Federal guidelines provide very specific requirements for use of forfeiture shared funds. Generally, funds can be used by law enforcement agencies for law enforcement purposes only.

One permissible use that could address recidivism or quality of life issues includes support of community-based organizations. Up to \$25,000 can be spent annually on non-profit organizations with missions that support law enforcement efforts, including drug treatment facilities, job skills programs, or a youth program with drug and crime prevention education.

**Where can the public find information about salaries for Police personnel?**

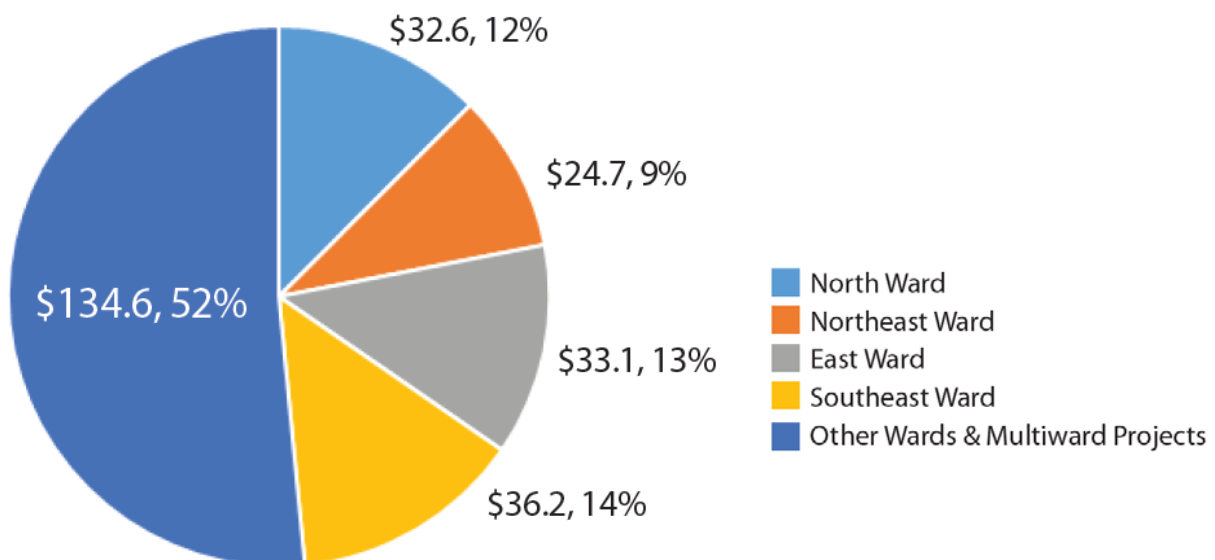
A link to the City's pay plan for Police personnel can be found here:

<https://www.cityofws.org/2764/Police-Budget-Responses>

**Provide a summary of economic development investments in East Winston-Salem.**

Since 2014, Winston-Salem voters have approved \$261.2 million of general obligation bonds. Bonds help fund capital improvements in the areas of economic development, housing, parks and recreation, public safety, and streets and sidewalks. Of the \$261.2 million total, \$126.6 million (48%) has been invested into the City's four predominantly African American wards (North, Northeast, East, and Southeast). Some of the major investments in these wards include:

- Happy Hill Park Renovation (East Ward) – \$5.2 million
- Winston Water Works (East Ward) – \$5.0 million
- Salem Lake Marina (Southeast Ward) – \$4.6 million
- Quarry Park Phase I (Southeast Ward) – \$4.3 million
- Whitaker Business Park (North Ward) – \$4.0 million
- Fire Station #3 Replacement (Northeast Ward) – \$3.6 million



**Provide a line item budget for the Police department.**

A line item budget for the Police department's FY 2020-21 budget can be found at the following link: <https://www.cityofws.org/2764/Police-Budget-Responses>

**Provide a complete list of every item the Police department bought over the last five years.**

A line item budget for the Police department's FY 2020-21 budget can be found at the following link: <https://www.cityofws.org/2764/Police-Budget-Responses>. Specific requests for WSPD items purchased in other fiscal years can be directed to the Budget and Evaluation Office and given ample time to pull such data.

**There have been over 1,100 evictions since June 22nd - what is being done?**

The City of Winston-Salem is aware of the impact and hardship that COVID-19 is having on our community, including evictions. In order to address these issues, the Mayor and City Council formed a partnership with United Way and the Winston-Salem Foundation to create the COVID-19 Response Fund for Forsyth County. The fund was established to provide critical support to local nonprofits that are assisting with the immediate needs of economically vulnerable populations impacted by COVID-19. Nonprofit agencies, such as ESR, received funding and provided rent assistance support to help prevent evictions.

The City's Community Development department received several allocations of federal funding through the Coronavirus Aid, Relief, and Economic Security (CARES) Act that will provide housing assistance within the community. A summary of the funding sources and proposed uses is included below:

Table 1: Funding to Address Homelessness and COVID-19 Response				
Grant Type	Award Date	Amount	Uses/Activity Descriptions*	Notes
CARES Act ESG - 1	4/2/2020	\$660,748	<ul style="list-style-type: none"> <li>• Rapid Re-Housing**</li> <li>• Homelessness Prevention</li> <li>• Shelter Services</li> </ul>	2
CARES Act CDBG	4/2/2020	\$1,300,830	<ul style="list-style-type: none"> <li>• Permanent Supportive Housing**</li> <li>• Homelessness Diversion</li> <li>• Emergency Shelter</li> </ul>	3
CARES Act ESG - 2	6/9/2020	\$2,047,257	<ul style="list-style-type: none"> <li>• Rapid Re-Housing**</li> <li>• Homelessness Prevention**</li> <li>• Shelter Services**</li> <li>• Shelter Operations**</li> <li>• Street Outreach</li> <li>• Shelter Renovation/Conversion**</li> </ul>	1, 5
NC CARES Act ESG	6/15/2020	\$712,943	<ul style="list-style-type: none"> <li>• Rapid Re-Housing**</li> <li>• Homelessness Prevention**</li> <li>• Shelter Services</li> <li>• Shelter Operations</li> </ul>	1
FY2020 CoC	Pending	\$2,235,705	<ul style="list-style-type: none"> <li>• Rapid Re-Housing</li> <li>• Permanent Supportive</li> <li>• Homeless Management Information System</li> <li>• Coordinated Entry System</li> <li>• Transitional Housing/Rapid Re-Housing</li> </ul>	1, 2, 4
FY2020 NC ESG	Pending	\$224,339	<ul style="list-style-type: none"> <li>• Rapid Re-Housing</li> <li>• Shelter Operations</li> <li>• Homeless Management Information System</li> </ul>	1, 2, 4
Local Funds/FEMA	N/A	\$700,000	<ul style="list-style-type: none"> <li>• Shelter for the Medically Fragile (Hotel)</li> </ul>	2

Notes:

1. The HUD or State funding agreement is pending.
2. All funds have been committed to programs.
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<b>Table 2: Detailed Use/Activity Descriptions</b>	
<b>Uses</b>	<b>Description</b>
Rapid Re-Housing	Rental assistance and arrears, security and utility deposits, utility payments and services such as housing search and placement and case management. Targeted to homeless persons.
Homelessness Prevention	Rental assistance and arrears, security and utility deposits, utility payments and services such as housing search and placement and case management. Targeted to persons at imminent risk of homelessness.
Emergency Shelter	Services, rehabilitation, conversion and operations.
Permanent Supportive Housing	Rental assistance, leasing costs, operations and supportive services such as housing search and placement and case management. Targeted to homeless individuals with disabilities.
Shelter Services	Housing search and placement, case management, child care, education, employment assistance and job training, health services, legal services, life skills training, mental health services, substance abuse treatment and transportation. Targeted to homeless persons in emergency shelters.
Shelter Operations	Maintenance (including minor or routine repairs), rent, security, fuel, equipment, insurance, utilities, food, furnishings, hotel/motel vouchers and supplies necessary for the operation of the emergency shelter. Used to support emergency shelters.
Street Outreach	Engagement, case management, emergency health and mental health services and transportation. Targeted to unsheltered homeless persons.
Homeless Management Information System	Software and services for the information system required by HUD for funded agencies.
Shelter Renovation or Conversion	Improvements to a building, either an existing emergency shelter or converting a building into an emergency shelter.
Housing Production	Labor and materials to create additional housing units.
Coordinated Entry System	Staff and operational costs of the system required by HUD to perform intake, assessment and referral of homeless persons to programs funded by HUD.