

LETS TAKE-HOME A SERIOUS DISCUSSION ON POLICE PAY

Every time that pay in the police department is brought up it's not long before the Take-Home car program is brought up. At one point we may have been one of the only cities to have a police Take-Home car program but those days have come and gone. Currently, there are others who have figured out how to have this same program and pay competitive wages. Here is a short list of places with Take-Home cars:

Craighead County Sheriff's Office

Arkansas Probation / Parole

Bay PD

Bono PD

Brookland PD

Paragould PD

Trumann PD

Code Enforcement

Animal Control

Jonesboro Mayor

Suddenlink

CWL

Progressive Insurance

Fire Marshall

And I'm sure there are more.

This has been called a BENEFIT over and over again. Policy **322.00** directly reads **"The purpose of the program is to extend the life of the patrol fleet, provide a mechanism for rapid deployment of manpower and assets, to increase patrol presence, and to provide a deterrent to crime in the areas where our sworn personnel reside."**

Benefits of take home cars for the city:

1. Lower operating costs for assigned units VS pooled cars.
2. Longer lifespan for assigned units VS pooled cars.
3. Vehicles stay in warranty for longer timeframe.
4. Significant amount of service provided while travelling to and from work, training, or court.
5. Lower accident and damage repair costs
6. Quicker response time due to units being ready for service as soon as shift begins rather than 28-40 minutes per day to check-out, load and/or unload line units.
7. Should a natural disaster strike the center of town, all units will not be damaged
8. Take-Home cars accumulate fewer miles and resale is higher at the end of their life due to better care.
9. More units on the street show a larger police presence and helps to deter crime.
10. Rapid response during emergency callouts due to officer not having to go to the station to pick up car.
11. Citizens appreciate having a marked unit and police officer living in their neighborhood.

Benefits of take home cars for the officer:

1. Convenience of not having to transfer items from personal vehicle to line unit and back to personal vehicle.
2. Saves miles on my personal vehicle from residence to station.
3. The car is typically cleaner than pooled car

Disadvantage of take come car program for city:

1. High up-front startup cost.

Disadvantage of take home car program for officer:

1. Most homes have 2 car driveways and 2 car garages. Some officers have to build extra parking for their patrol cars.
2. Officer is responsible for maintenance and upkeep on officers own time.
3. Random strangers often stop at the officer's house with a patrol car outside to ask for directions, help, or seeking information. This can be a real nuisance for officer and spouse.
4. When the officer is not at home, it is apparent due to the absence of the patrol car.
5. There have been targeted attacks on officers while entering or exiting take-home car.
6. There have been cases of vandalism to patrol car and/or personal vehicle / residence.

While we are not complaining about the take home car program, we are just tired of it always being brought up when pay is discussed. This was proven to be a benefit to the city and its citizens and was passed through city council as such. If you want to take them away, then take them away. If you are proud of the program like you say that you are, please quit threatening it or even bringing it up.

We have been fighting for fair pay for years now and many who have been vocal in this fight have been retaliated against. We give our all for this department. We give our all for this city. We give our all for the citizens in this great city. It is a great city because there are still men and women who are willing to get out here and bust our tails, tear our shoulders, break our ankles, break our fingers, bloody our noses, and ice up, bandage up, and take on the worst in some people each and every day- day after day. What happens when no one is there waiting to take my job?

There are many who feel the same way as we do. There are silent supporters within the ranks of this department that have too much to lose and therefore will not openly join us. They have seen the retaliation first hand. Random Shift rotations, Days off swaps, loss of days off, being unfairly overlooked for special assignment or promotion, loss of take home cars, and these are just to name a few.

The number one thing we want is to implement a working payscale. JPD has tried many things to combat the deteriorating numbers of officers but soon the law of diminishing returns will destroy this department if we fail to act. We have already lowered standards, increased recruitment, and began our own academy. We are in need of a comprehensive payscale. How many experts must we hire and then ignore before we begin to fix this problem. We want the department as a whole to be a part of this process. We do not trust a committee that is put together consisting of people with nothing to gain or lose. We want to discuss this with the mayor directly and with any City Councilman or woman who cares enough about their Ward to support their local police.

We would like to begin working together for a solution as soon as possible. May 5th 2016 at 6pm would be good for us. Please let us know if you can make time for us.

