



TABOR retention referral to help fund a new Police Training Facility

City Council Work Session

Yemi Mobolade, Mayor

Adrian Vasquez, Police Chief

Charae McDaniel, Chief Financial Officer

8/7/2023

Opening Remarks



- Overview of Presentation
- Housing

A Vote for Retention is a Vote for Public Safety

The Big Why?



Why is a new Training Academy so vital?

- 1. Public Safety** remains the number one top issue and priority.
 - Our City continues to grow and thrive, and we must ensure Public Safety keeps pace with our rapidly growing community's needs.
- 2. Recruiting, Retention, and Response Times** are critical to meet our public safety needs.
 - We have been short dozens of officers for years, and this negatively impacts response times. Currently about 80 officers short.
 - Our current facility is a limiting factor in our ability to close the gap with staffing shortages.

The Big Why?



Why is a new Training Academy so vital?

3. Residents trusts us to have the best-trained, and best-equipped police officers possible to keep our city safe.

- Our residents deserve a fully-staffed police department that is resourced to quickly and efficiently respond.

4. Sworn Officers are asking for broader training opportunities.

- Our officers perform dangerous jobs in difficult environments daily. We need to support them with exceptional training and facilities.

Why Training Matters?

- Positively impacts our ability to recruit new police officers and retain current police officers
- Helps us provide excellent police service to our community
- Allows us to train up key skills:
 - Specialized training in de-escalation, human trafficking, ICAT and more
 - Training and re-training best practices in law enforcement
 - Updating critical skills training for over 750 current officers



First Responder Sentiment



Colorado Springs Police Protective Association 2022 Survey

- Survey sent to 553 sworn officers. 331 Responses. Two of the top 3 concerns include (1) More officers and (2) Enhanced training opportunities
- 84.7% of sworn workforce surveyed believe it is very or somewhat important that CSPD "Broaden and enhance current training offerings"
- 84.1% believe it is important that CSPD "Improves training programs for effectiveness"

**Source: CSPPA Morale Survey (2022)*

First Responder Sentiment



Transparency Matters Assessment of Colorado Springs Police Department Use of Force Survey

- 74%, 80%, 90% reported wanting more training

**Source: Transparency Matters Assessment of Colorado Springs Police Department Use of Force Survey (2022)*

Community Sentiment



Law Enforcement Transparency and Advisory Committee (LETAC) Sentiment

- LETAC has expressed support of the new police training academy.
- *"Fill current and projected sworn officers and operational systems experts' vacancies. **In doing so, allocate funding for enhanced recruiting and retention incentives**"*
- *"Trained Officers and requisite Technical Experts are fundamental to CSPD's ability to execute its core competencies and cultivate a safe and secure City"*

*Source: LETAC 2024 CS Police Department Budget Considerations and Recommendations

Community Sentiment



- Polling conducted in July 2023 indicated the majority of residents would support a TABOR retention for the purpose of funding a new police academy
- 67% support new academy's effort to "put more officers on the street."
- 60.5% of residents surveyed believe that officers "deserve the best training and facilities to ensure they are prepared for the challenges they face on the job."

Community Sentiment



Support expressed from diverse political viewpoints

"We must protect our citizens; we must support our police."

- *"Conservative" republican female*

"It won't increase our tax rates while keeping the community safe."

- *"Moderate" Democratic female*

"Our city is growing. In a year of two, if we continue to ignore our policing needs, we'll be 100 or 120 cops short of what we need. The time to act is now, BEFORE we get any further behind."

- *"Conservative" Independent male*

A Vote for Retention is a Vote for Public Safety

Current Facility Issues



- Current training needs have outgrown our facility
- Existing facility is a financial liability
- Our current facilities are too small and spaced out across the city, creating inefficiencies that cost us time and resources
- Need to add an academy to increase numbers
- Near-future need to expand our training curriculum
- Significant need to centralize our supply function

Current Training Needs



Current facility is inadequate

Physical Fitness & Defensive Techniques Training



Space constraints



Space constraints



Interactive Training Limitations

Interactive Training Simulator

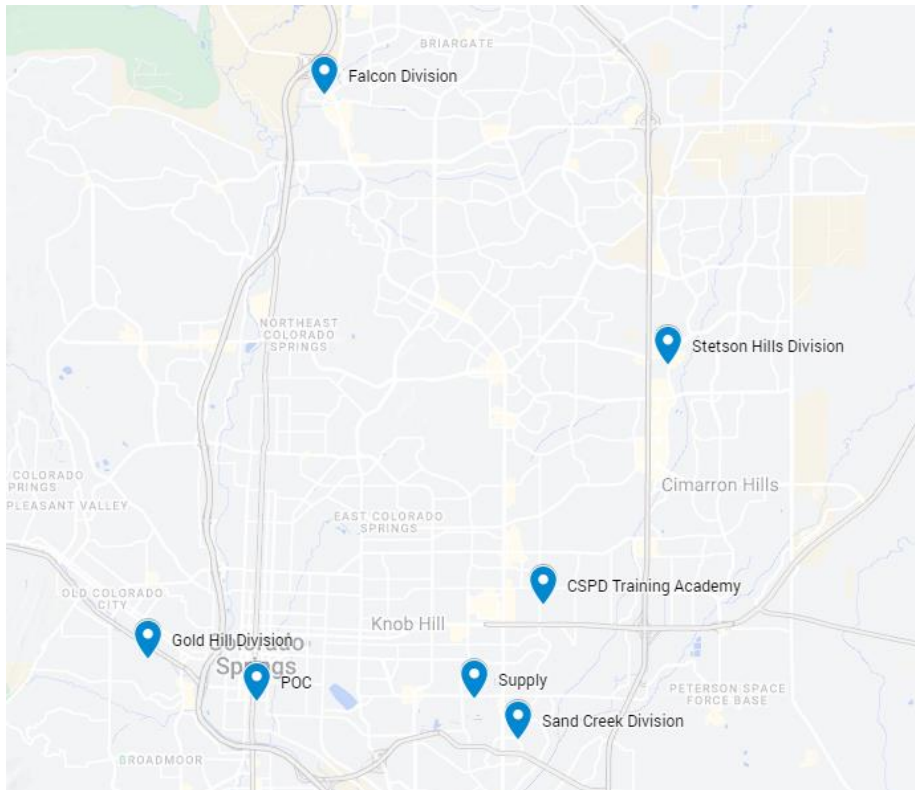


Equipment Storage and Cafeteria?



Need Centralized Supply

Current Supply Locations for Equipment



- Police Operations Center
- CSPD Training Academy
- Supply Warehouse
- Falcon Division
- Gold Hill Division
- Sand Creek Division
- Stetson Hills Division

Needs Assessment



| Training Facility (Phase 1) | Current Sq. Ft. | Est. Sq. Ft. Needed |
|---|-----------------|---------------------|
| Classrooms | 2,280 | 7,000 |
| Defensive Tactics Gym | 2,700 | 5,500 |
| Weightroom | 1,460 | 3,000 |
| Locker Rooms | 2,264 | 6,000 |
| Technology Classroom | 818 | 1,600 |
| Lunch/Social Room | 1,487 | 2,000 |
| Storage Space | 972 | 3,000 |
| Dedicated Realty Based Scenario Training Space | 0 | 5,000 |
| Offices, Lobby, Conference Rooms, Restrooms, Hallways | 20,019 | 22,000 |
| <i>Quartermaster/Supply (currently leased)</i> | <i>4,619</i> | <i>10,000</i> |
| Total Square Footage | 36,619 | 65,100 |

Existing Facility Condition



Recent Citywide facility condition assessments identify:

- Training Academy is the top priority for facility replacement
- Currently \$4M in total repair costs
- Building condition index of 49 (target 85 or above)
- Space use rated 1 out of a scale of 4
 - “1” rating indicates: space constraints create operational issues

Project Phases & Options



Phase 1 - Acquisition

| | Low Estimate | High Estimate |
|---|--------------|---------------|
| New Construction – purchase of land | \$ 3,300,000 | \$ 6,000,000 |
| <i>or</i> | | |
| Existing Facility – purchase of existing facility | \$ 8,500,000 | \$16,000,000 |

Phase 2 - Construction

| | Low Estimate | High Estimate |
|---|--------------|---------------|
| New Construction – construction of facility | \$36,000,000 | \$39,000,000 |
| <i>or</i> | | |
| Existing Facility – renovation | \$ 4,000,000 | \$ 5,000,000 |

Funding Components



Sources of Funds

| | Low Estimate | High Estimate |
|---|--------------|---------------|
| TABOR Retention | \$4,750,000 | \$4,750,000 |
| PSST – Police existing project | 1,800,000 | 1,800,000 |
| <i>and</i> | | |
| PSST Fund – one-time use of reserves | 500,000 | 1,000 000 |
| General Fund – one-time use of reserves | 2,000,000 | 4,000,000 |
| <i>for remainder of needed funding</i> | | |
| Financing – annual payment – PSST Fund | | |
| Financing – annual payment – General Fund | | |

New Construction Option



New Construction Cost Estimate

| | Low Estimate | High Estimate |
|---------------------------------------|---------------------|---------------------|
| Land – 15 acres | \$ 1,800,000 | \$ 3,000,000 |
| Architect/PM/Environmental | 1,500,000 | 3,000,000 |
| Phase 1 – Acquisition | \$ 3,300,000 | \$ 6,000,000 |
| | | |
| Phase 2 – Construction – 60,000 sq ft | 36,000,000 | 39,000,000 |
| Total Project Cost | \$39,300,000 | \$45,000,000 |

Funding Strategy Option



New Construction Potential Funding Strategy

| | Low Estimate | High Estimate |
|-----------------------|--------------|---------------|
| Phase 1 – Acquisition | \$ 3,300,000 | \$ 6,000,000 |

| Sources of Funds | Low Estimate | High Estimate |
|--|---------------------|---------------|
| TABOR Retention Item | \$ 4,750,000 | |
| Less: Total for Phase 1 | 3,300,000 | |
| Dedicated to Phase 2 – Construction | \$ 1,450,000 | |

| | | |
|--|--|---------------------|
| TABOR Retention Item | | \$ 4,750,000 |
| PSST – Police existing project-partial | | 1,250,000 |
| Total for Phase 1 – Acquisition | | \$ 6,000,000 |

| | | |
|------------------------|--------------|--------------|
| Phase 2 – Construction | \$36,000,000 | \$39,000,000 |
|------------------------|--------------|--------------|

Existing Facility Option



Property Acquisition & Renovation Cost Estimate

| | Low Estimate | High Estimate |
|-------------------------------------|---------------------|---------------------|
| Building/Land | \$ 8,000,000 | \$15,000,000 |
| Architect/PM/Environmental | 500,000 | 1,000,000 |
| Phase 1 – Acquisition | \$ 8,500,000 | \$16,000,000 |
| | | |
| Phase 2 – Renovation – 20,000 sq ft | 4,000,000 | 5,000,000 |
| Total Project Cost | \$12,500,000 | \$21,000,000 |

Funding Strategy Option



Acquisition & Renovation Potential Funding Strategy

| | Low Estimate | High Estimate |
|-----------------------|--------------|---------------|
| Phase 1 – Acquisition | \$8,500,000 | \$16,000,000 |

| Sources of Funds | Low Estimate | High Estimate |
|--|--------------------|---------------------|
| TABOR Retention Item | \$4,750,000 | \$ 4,750,000 |
| PSST – Police existing project | 1,800,000 | 1,800,000 |
| PSST/General Fund – one-time use of reserves | 1,950,000 | 5,000,000 |
| Financing | - | 4,450,000 |
| Total for Phase 1 – Acquisition | \$8,500,000 | \$16,000,000 |

| | | |
|----------------------|-------------|--------------|
| Phase 2 – Renovation | \$4,000,000 | \$ 5,000,000 |
|----------------------|-------------|--------------|

Ballot Language



Without imposing any new tax or increasing the rate of any existing tax, shall the City of Colorado Springs be permitted to:

- Retain and spend \$4,750,000 of city revenues received in fiscal year 2022 above the 2022 revenue and spending limitations, for acquiring property, planning, constructing, and equipping a training facility for the Colorado Springs Police Department, and
- For fiscal year 2023 and thereafter, to collect, retain and spend the amount allowed by revenue and spending limitations which shall be based upon the total annual revenues received in fiscal year 2022

A Vote for Retention is a Vote for Public Safety