

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
MARCH 16, 2021 AGENDA**

Subject:	Action Required:	Approved By:
<p>Approval of a resolution to enter into a Professional Services Contract with the Center for Public Safety Management, LLC, to conduct a Comprehensive Staffing Study of Police Services.</p> <p>Submitted By:</p> <p>Public Works Department</p>	<p>Ordinance √ Resolution</p>	<p>Bruce T. Moore City Manager</p>
SYNOPSIS	<p>A resolution to authorize the City Manager to execute an agreement with the Center for Public Safety Management, LLC, to conduct a Comprehensive Staffing Study of Police Services for the Little Rock Police Department.</p>	
FISCAL IMPACT	<p>The estimated total cost of the services is \$87,500.00, and funding is provided from the Federal Asset Forfeiture Equitable Sharing Program.</p>	
RECOMMENDATION	<p>Approval of the resolution.</p>	
BACKGROUND	<p>The Little Rock Police Department (LRPD) is comprised of three (3) bureaus: The Executive, Investigative and Operational Bureau. The Department has requested that a Staffing Study be conducted to assess how many personnel should be assigned to each Bureau. In addition, the Department is requesting qualifications to review all Divisions, Units and Sections, including civilian positions, within the Department. The staffing Study will include an audit of current staff strength with recommendations to increase or decrease overall strength of the Department, and should also have an emphasis on reallocating manpower.</p>	

In 2020, the Little Rock Police Department solicited the Request For Qualifications (RFQ) regarding a Comprehensive Staffing Study. The Center for Public Safety Management, LLC, (CPSM) was the vendor selected to provide these services. Upon completion of the study, CPSM will provide:

- A summary of the findings.
- Benchmark of LRPD's staffing policies with other similarly-sized cities.
- Provide recommendations of potential solutions for identified issues.
- Provide recommendations of best practices for implementation the proposed solutions.
- Provide recommendations of staffing with regards to sworn and civilian assignments, and recommendations should include how to transition sworn personnel to civilian.
- Provide resources or other Cities that Little Rock could use as references.

The RFQ was issued to assess effectiveness of our current configuration.