

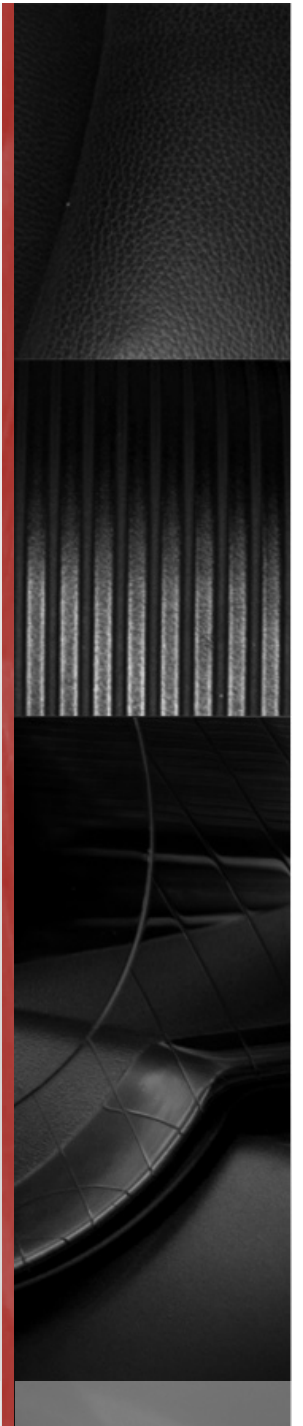
# Dayton Police Department

## *ORGANIZATIONAL RESTRUCTURING*

*September 2010*

**Richard S. Biehl**

Director and Chief of Police

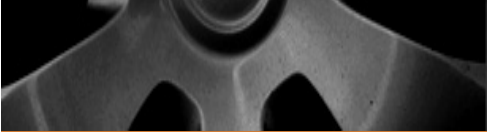




# A Need To Change

DAYTON POLICE DEPARTMENT

- The Dayton Police Department is facing significant challenges in the next two years that mandate the Police Department to **Restructure and Fundamentally Change** the way public safety services are delivered.



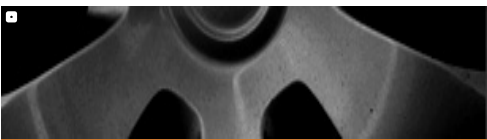
# Principle Challenge

DAYTON POLICE DEPARTMENT

## Decline in Sworn Staffing

Generated by the following:

- Hiring Freeze Due to Lawsuit Filed by the Department of Justice
- Unprecedented Economic Decline
- Impending Mandatory Retirements of Sworn Personnel in 2011 due to their Maximum Participation in DROP (Deferred Retirement Option Plan)



# Impact On Operations

DAYTON POLICE DEPARTMENT

- A recently completed Patrol Staffing Study indicates that Patrol Operations personnel will reach a **Saturation Point** after the attrition of approximately **twenty** personnel

*All available time spent answering calls for service eliminating the ability to implement proactive crime reduction strategies*

- Given this and other factors, DPD must create an organizational structure that promotes greater: **Accountability, Adaptability and Responsiveness** to evolving public safety challenges, including emerging crime and disorder trends, as well as be structured to accommodate a lower staffing level



# Objectives

DAYTON POLICE DEPARTMENT

## **The restructure will provide:**

- More Efficient / Effective Supervision
- Better Managerial Control
- Conserve Street Strength
- Rapid Deployment of Proactive Police Strategies



# Organizational Changes

DAYTON POLICE DEPARTMENT

## Overall the changes include:

- Reorganization of Police Districts from five districts to three operational divisions and elimination of District Commanders. Each new operational division (East, Central and West) shall be under the direct supervision of a Police Major (one per Operations Division)
- Consolidation of Special Investigations and Administrative Services Divisions with the transfer of Property Crimes Investigations to the three Operations Divisions
- Reassignment of functions currently within the Professional Standards Division, along with other administrative functions, to the Office of the Chief of Police under the supervision of a Police Major (Chief of Staff)
- Elimination of two (2) Police Lieutenant and two (2) Police Sergeant positions through attrition



# Timeline

## DAYTON POLICE DEPARTMENT

- The move to three Operations Divisions will be prior to the transition to Regional Dispatch
- **This organizational change is primarily a shift in Command Structure and Service Delivery, with an additional change in investigative functions** (Property crime follow-up investigations assigned to Operations Divisions effective Jan. 2011)
- Does not depend on the consolidation of police facilities
  - Consolidation of Police facilities can occur later once facility assessment is completed and any necessary changes are made in facility structures



# Organizational Chart

## DAYTON POLICE DEPARTMENT

Police Chief

Assistant Chief

SWAT/HNT

RESTRUCTURED

REASSIGNED  
FUNCTIONS

East Patrol  
Operations  
Division

Central Patrol  
Operations  
Division

West Patrol  
Operations  
Division

Investigations & Administrative  
Support Division

Office of the Chief of Police

Field  
Lieutenant

Traffic  
Services /  
DMHA / NAO

Field  
Lieutenant

Central  
Investigations

Narcotics  
Bureau

Administrative Services  
Bureau

Fiscal / Personnel / IT  
Management

Property  
Crime

Truancy  
Officer

Property  
Crime

Homicide/  
Felony Assault

Academy

Recruiting

Property  
Crime

Records

Policy & Research

Online  
Reporting /  
TRU

Robbery

DIBRS / Radio  
Information Officer

Professional Standards  
(formerly Internal Affairs)

Special Victims Unit

Department Advocate

Evidence Crews/B of I

Court Detail

Crisis Intervention Team

Crime Stoppers

Property Room /  
Counter

JTTF / Homeland Security

\*Communications Bureau not shown –  
will be eliminated in transition to Regional Dispatch



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