



Board Meeting Agenda Abstract

Monday, July 11, 2022

Location: 134 N. Main Street, Fuquay-Varina, NC 27526

Agenda Item

Police Department - Limited Use Take Home Fleet Policy - (Medina/Mitchell)

Item Explanation

The purpose of this agenda item is to consider expanding the Fuquay-Varina Police Department Limited Use Take Home Fleet Policy to allow police officers that live within 15 miles of the corporate limits of the Town of Fuquay-Varina to drive vehicles to their residences.

Staff Comments

Fuquay-Varina PD's current take-home vehicle program was instituted on August 10, 2012. The program allowed sworn law enforcement employees to have a take-home vehicle if they resided within the town limits.

On December 1, 2018, the take-home vehicle program was updated to allow employees to have a take-home vehicle if they resided within 10-miles of the town limits.

On May 16, 2022, staff conducted a survey of all law enforcement agencies within and/or surrounding Wake County pertaining to take-home vehicle programs and their distance limitations. Findings of the survey are summarized as follows:

Inside City Limits:

- Raleigh PD - Inside City limits; Employees must have 2 years of service and hold rank of First Class Officer.*

10-mile radius

- Fuquay-Varina PD- 10 miles from city limits*

15-mile radius

- *Garner PD- 15 miles from town limits*
- *Holly Springs PD- 15 miles from town limits*
- *Rolesville PD - 15 miles of PD (Employees must complete field training program)*

- *Zebulon PD- 15 miles from the town limits. (Employees receive their take-home vehicle upon successful completion of the Field Training Program)*

20-mile radius

- *Angier PD- 20 miles from town limits.*

30-mile radius

- *Cary PD- 30 miles from Cary PD*
- *Knightdale PD- 30 roadway miles from Knightdale PD*
- *Wake Forest PD- 32 driving miles from Wake Forest PD. (Employees must complete field training program)*
- *Wendell PD- 30 miles from the town limits (Employees receive their take-home vehicle upon successful completion of the Field Training Program.)*

No mileage restriction

- *Apex PD (No mileage restriction if the residence is in Wake County or 35 air miles of the Apex Police Department if residence outside of Wake County)*
- *Morrisville PD - No mileage restriction. (Employees must complete field training program)*

Based on the findings of this survey, and in order to strengthen the Town's competitiveness in recruitment and retention of lawenforcement officers, management and staff recommend the take-home vehicle program be revised to allow employees to have a take-home vehicle if they reside within 15-miles of the town limits.

In addition to serving as a recruitment and retention tool, the revised take-home vehicle program as proposed has a number of other operational benefits which are summarized as follows:

1. *Expediting after hours emergency response, as personnel with take home vehicles are able to drive directly to the scene with most of the necessary equipment in their take-home vehicle.*
2. *Some day-to-day operational responsibilities do not always require staff to report back to the Police Department, meaning a take home vehicle could save both paid and personal fuel and time which is a benefit to the Town and employee.*

3. *The program serves as a significant recruitment tool for officers, even as new personnel must first meet the qualifications and be assigned an available take home vehicle.*

4. *Such an incentive may be an effective recruitment tool for qualified applicants who live within 15 miles of the city limits. Additionally, the practice may relieve financial or situational burdens for officers. For example, officers in single-car families (or officers with driving-age children) would likely welcome a take-home vehicle.*

5. *Advantages to the police agency include effectively having two shifts on the road during shift change, faster responses to emergencies, and simplification of routine callouts for a crime in the area.*

6. *Take-home vehicles are associated with reduced accidents and improved maintenance of the vehicles resulting from pride of ownership.*

7. *Increasing the mileage for our take-home vehicle program will aid in retaining tenured officers residing within the 10–15-mile range. There may be tenured officers possibly seeking employment elsewhere due to costs associated with their daily commute when they can find employment closer to their residence or fall within the take-home fleet mileage of another police agency.*

Fuquay-Varina PD currently has 47 employees who have personally assigned take home vehicles, and 40 of those employees live outside of the corporate Town Limits. At the current cost of fuel, the Town is paying \$17,588.48 annually for those 40 employees to drive their vehicles to and from work.

Fuquay-Varina PD currently has 3 employees who live within the 10-mile distance who do not have vehicles assigned to them.

If Fuquay-Varina PD were to extend the personally assigned/take home program to 15-miles, the department will only have four current employees who would not qualify for a take home vehicle. If FVPD were to extend the take home radius to 15-miles for employees, the estimated additional cost would be \$7,895 annually, for a total cost of \$25,484 per year.

Management and staff recommend approval of the proposed take home vehicle policy as presented. While there is an operational cost associated with implementation of any take home vehicle program, improving the Fuquay-Varina Police Department's market competitiveness with respect to recruitment and retention more than justifies the implementation cost of this program.

Fiscal Note

Yes

The Fuquay-Varina Police Department is requesting to extend the current take-home vehicle policy from 10-miles to 15-miles. By extending the take home policy to 15-miles, the department would ensure all current employees who live within the 15-mile range would be afforded a take-home vehicle.

To provide all current employees who fall in the 15-mile take home vehicle policy, the Fuquay-Varina Police Department will need to purchase an additional four (4) fully equipped patrol vehicles at a cost of \$274,000.00

The Fuquay Varina Police Department is requesting \$274,000 to be reappropriated in fiscal year 2023. This amount was returned to the general fund's fund balance at the end of fiscal year 2022, primarily from lapsed salaries and benefits. These funds will be used in fiscal year 2023 to purchase the additional four (4) fully equipped patrol vehicles at a cost of \$274,000.

These do not cover the four (4) newpositions that we have in FY 23. Those vehicles would be assigned to newemployees who would meet the new 15-mile take-home range.

By extending the policy from 10 to 15 miles, all but four (4) of the department's current employees will have a take-home vehicle.

Below is a fuel cost summary with the current 10-mile and implementing a 15-mile take home fleet:

<i>Current take home fuel consumption at 10 Miles:</i>	<i>\$ 17,588.48</i>
<i>Additional cost to extending to 15 miles:</i>	<i>\$ 7,895.49</i>
<i>Total take home fuel consumption at 10 Miles:</i>	<i>\$ 25,483.97</i>

While additional mileage is also likely to incur some incremental increases in maintenance cost, for example oil and tire changes, the experience of the Fuquay-Varina Police Department and other agencies has been that personally assigned vehicles (which includes take home vehicles) are typically better cared for and maintained than shared vehicles. This partially offsets the added maintenance associated with take home vehicle mileage. It should also be noted that replacement of lawenforcement vehicles is typically driven by age rather than mileage due the unique needs of patrol vehicles.

Recommendation:

MOTION TO: *Approve the Police Department Fleet Policy change as presented and recommended.*

FUQUAY-VARINA, NORTH CAROLINA
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ATTACHMENTS

[Current General Order 3.13 Assigned Vehicle Program.pdf](#)

[WAKE COUNTY POLICE AGENCIES TAKE HOME VEHICLE POLICY COMPARISON
2022.docx](#)

[Breakdown - 4 Additional Police Vehicles - 15 mile Take Home Policy.docx](#)