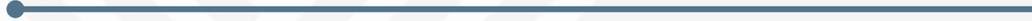


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# Department of Public Safety Bureau of Administration

*Transition Briefing*



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## Executive Summary

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## Department Overview<sup>1</sup>

The Department of Public Safety (DPS) ensures that laws are enforced and are determined to protect and serve the community. This department encompasses the Bureau of Police (BOP), Bureau of Fire (BOF), Emergency Medical Services (EMS), Animal Care and Control, and Administrative Bureau.

This Department provides for the security and safety of all residents and patrons of the City of Pittsburgh through the oversight and execution of public safety operational strategies through the planned and coordinated efforts of the Bureaus of Police (BOP), Fire (BOF), Emergency Medical Services (EMS), and Animal Care and Control (ACC). Through the DPS exists a command team with representatives from the BOP, BOF, and EMS acting in conjunction as the Office of Emergency Management and Homeland Security (OEMHS).

The OEMHS works with city, county, regional, state, and federal government partners; businesses; and non-government organizations to develop all hazards plans for natural disasters and human-caused events. The OEMHS serves as a conduit for interagency coordination and provides interoperable communications capabilities to first responders and other key stakeholders during emergency scenarios and special events. The entire spectrum of emergency management operations from preparation to recovery and mitigation is the responsibility of the OEMHS.

The DPS strives to improve community and first responder safety through integrated response, training, technology, fleet upgrades, and increased community visibility, as well as enhancing and enforcing team collaboration across all Public Safety Bureaus.

In addition to the above-mentioned Bureaus, the DPS oversees the Pittsburgh Park Rangers, Special Events, data updates for the website's Interactive Violence Dashboards, Community Safety, Disruptive Properties, Victim Assistance, National Night Out, Nighttime Economy, and various initiative and programs aimed at addressing community safety.

**Administration**—The Bureau of Administration contains the office of the Director of the Department of Public Safety. Administration is responsible for standardizing practices, policies, response efforts, technology, and communications across all bureaus and for

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<sup>1</sup> See Description of Services Section for additional Office and Division information.



providing oversight and inter-bureau coordination of personnel, resources, facilities, and finances.

**Community Outreach**—The Office of Community Outreach serves as a liaison between the City of Pittsburgh's residents and community groups and the Department of Public Safety. The Department of Public Safety Community Outreach efforts can be classified into four categories—Safer Together Pittsburgh, Youth Policy, Victim Assistance, and the Ranger program.

1. **Safer Together Pittsburgh** strives to build and maintain strong communicative relationships between the City of Pittsburgh's Public Safety Bureaus and the City of Pittsburgh residents.
2. **Youth Policy Programs** are designed to identify the safety needs of children and youth. Programming is structured to nurture healthy relationships between the City of Pittsburgh youth and Public Safety personnel.
3. **Victim Assistance** provides information and support to City residents and families that are victims of crime and natural or man-made disasters.
4. **The Park Ranger Program** is a vital connection between the City of Pittsburgh's parks and its park users. Park Rangers act as park ambassadors for the Department of Public Safety by educating park visitors/users on park offerings, programs, activities, local ordinances, rules, and regulations.
5. **Nighttime Economy** supports the food, beverage, and entertainment events that enhance Pittsburgh's quality of life and attractiveness to visitors and relocating companies. The Nighttime Economy Coordinator is charged with guiding policy changes and resource allocation to support and sustain Pittsburgh's nighttime economy.

**Group Violence Intervention Initiative**—Group Violence Intervention (GVI) is a partnership among law enforcement, street outreach workers, social services, and the community who mediate and interrupt violence from spreading.

**Office of Emergency Management**—The Office of Emergency Management (OEM) works to reduce the vulnerability of the populace and property of the City to injury and loss resulting



from natural or man-made disasters by providing prompt and efficient rescue, care, and treatment of persons threatened or victimized by disaster; providing for rapid and orderly restoration and recovery following disasters; and educating the public regarding their responsibilities in responding to disasters that affect the City of Pittsburgh. This division is comprised of representatives from the BOP, BOF, and EMS with oversight by the Director's office.

**Office of Special Events**—The Office of Special Events is comprised of eight full-time staff plus part-time staff, who coordinate, organize, produce, or assist in the production of summer concerts, movies, foot races, and many other events, including the nationally recognized Richard S. Caliguiri City of Pittsburgh Great Race.

**Public Information Office/Media**—The Public Information Office budget includes four full-time employees—one Public Information Officer (PIO), one Deputy PIO, one Assistant PIO, and one Social Media Specialist. The PIO Office's mission is to tell the whole story of Public Safety, not just what the media covers, and to foster a collaborative environment between Public Safety and the public by promoting and practicing transparency.

**Public Safety Technology**—The Office of Public Safety Technology coordinates closely with the City's Department of Innovation & Performance, bureau technology subject matter experts, other departments, and partner agencies to enhance safety and awareness of Public Safety personnel by assessing both existing and new technology, infrastructure, and solutions utilized by responders in their daily activities.

**Special Inter-Bureau Operations**—Special Inter-Bureau Operations includes emergency response requiring personnel, equipment, and resources from EMS, Fire, Police, Emergency Management, Animal Care and Control, and the Rangers. These operations include ongoing operational training, readiness, and planning and provide resources to incidents like hazardous material release, active shooter events, flood response, high-rise fires, and terrorist attacks.

**Public Safety Facilities**—The Office of Public Safety Facilities manages or leads all facility workflow, including work order processing/follow-up, working with the Department of Public Works to identify and develop proposals for critical facilities and capital projects, performing routine inspections, assisting in the preparation of grant applications and legislation that



support Public Safety facilities requirements, and insuring the proper disposal of excess equipment and materials.

### Interview

An interview was conducted with the Director of Public Safety, Wendell Hissrich, and several members of his team. Topics of high importance included the Bureau of Police and encouraging better community relations; addressing morale, diversity, and application requirements among the Bureau of Fire (BOF), Bureau of Police (BOP), and Emergency Medical Services (EMS); and continued development of the training academy.

The coverage of COVID-19 vaccinations varies amongst the Bureaus with EMS at 94%, BOF at 74.5%, and BOP at 65%.

The City owns 600 crime cameras with access to footage from 400 more. These cameras are equipped with ShotSpotter and have an 18-square-mile radius. The Department is in the process of purchasing 3 drones. A Central Crime Center running 24 hours was mentioned, but additional confirmation is being located to validate the efforts.

Director Hissrich proposed revisions to be made to the application process for both the BOP and BOF.

### Bureau of Police

Currently, a BOP applicant must have 60 hours of college credits or military service, which is impeding minority recruitment efforts. The DPS is working to change the college credit minimum to allow for work experience, with hours spent in the police academy as eligible experience. Director Hissrich says the Department sees an opportunity for a partnership with local institutions of higher education to meet this goal. The proposal has been submitted to the Office of Human Resources & Civil Service.

### Bureau of Fire

There are currently 656 personnel employed with the Bureau of Fire, which is the second largest employer under the Department of Public Safety. Unfortunately, there are only 4



women on the team, and only 1 of those is an African American woman. Clearly, diversity is an issue and should be addressed and prioritized, especially with women applicants who have continuously had issues passing the existing physical test. According to Chief Jones, the physical test exceeds local standards and is not representative of the actual physical requirements experienced by the BOF.

The existing residency requirement requires future personnel to be a resident of the City of Pittsburgh at the time of application rather than upon start date (as is required under the Bureau of Police and EMS). This residency requirement has proven to be a major recruitment barrier. Retention, however, is not an issue.

There are no full union negotiations ongoing at this time. The bargaining agreement for the BOP will expire in 2022, and for the BOF and EMS in 2023.



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## Findings

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### Resume Training Academy Classes and Development ASAP (with established health safeguards in place)

For the last couple of years, there has always been a new recruiting class in que. However, there were no classes in 2021. The process from application to releasing officers on the streets averages a year and a half. The Bureau mentioned the academy had been cut because the department was over budget and due to the fall-out of "unrest." With no recruit class in 2021 and a loss of around 70 officers due to retirement, resignation, and death, there is concern regarding shift coverage and manpower. Officers are leaving but not being replaced. The Bureau estimates officer numbers will drop to the low 800s with the overlap of those leaving and no new class graduating.

The Department of Public Safety must at least resume training for existing employees required to obtain yearly credits. Recommendations for the Bureau of Police include:

- Improving the quality and consistency of the provided training services and the training staff;
- Developing effective measures for assessing training;
- Implementing alternate response procedures;
- Presenting well-developed de-escalation classes;
- Utilizing technology to enhance accessibility, frequency, and delivery of blended learning; and
- Engaging local media or citizens as partners (i.e., role players and media coverage).

Diversity is an issue, especially with women applicants of the Bureau of Fire who have had issues passing the existing required physical test. There are currently 656 personnel employed with the Bureau of Fire, 4 of whom are women, and 1 of them is an African American woman. If the physical test is not practical and serves only to prevent the hiring of female applicants who are otherwise eligible to join the Bureau, the test needs to be changed.



## Change Bureau of Fire Residency Requirements

Residency requirements for the BOF must be met *at* the time of application rather than upon start date (as is required under the BOP and EMS), which is a recruitment barrier. The DOP should seek consistency regarding residency requirements across the Bureaus of the Department of Public Safety.

## Assess and Determine a Clear Role for DPS Regarding Wellness & Social Services

The most recent listing of DPS goals includes identifying and implementing the appropriate Police/Social Worker model for the Pittsburgh Bureau of Police. Strategies listed include:

- Continue partnership with University of Pittsburgh School of Social Work;
- Work collaboratively with the Office of Community Health and Safety;
- Meet with other cities that currently have Police/Social Worker programs to learn about implementation strategies and best practices.

In addition, the DPS has the intention of having at least one social worker or social work intern dedicated to at least 3 of the Police Zones.

## DPS & The Office of Community Health and Safety (OCHS)

The Office of Community Health and Safety (OCHS) is a new office housed in the Mayor's Office. It began diligently operating in 2021. The OCHS operates under the "co-direction" of the Department of Public Safety and the Office of the Mayor. The Office was established to address long-standing health, safety, and justice issues in the City of Pittsburgh. It has been tasked with redirecting city resources to better address community needs by connecting social services, public health, and social work experts who can assist community members with first responders in situations that require longer-term support, harm-reduction approaches, and other services.

The OCHS is working with the Department of Public Safety, public health entities, and academic partners to evaluate new programs and responses to proactively



address issues (especially upstream interventions) and reduce harm experienced by community members.

Currently, the partnership between the OCHS and DPS includes Public/Social Workers participating in ride-alongs when officers respond to calls. The Thomas Consulting Group has advised the DPS and the OCHS to work with the Department of Law to sort out liability in allowing social workers in police cars with the express purpose of providing treatment to individuals who have called for emergency services.

In addition, it must be determined whether the OCHS will remain within the Mayor's Office, housed within DPS, or if it will become its own Department. It is recommended that it remain within the Mayor's Office for at least 1 additional full year with quarterly assessments provided.

### A National Overview

The topic of how or whether to include wellness and social services within Public Safety Departments has been debated across the nation for years. Most law enforcement will say that they have been trying to not respond to mental health or addiction issues for many years and that officers are the wrong tool for the challenges presented with those types of calls, arguably resulting in criminalizing such behavior where it does not need to be criminalized. Several states and municipalities have addressed the issue in varying ways.

#### *Washington, D.C.*

In the nation's capital, D.C. police receive about 90 calls a day that relate to behavioral health incidents rather than criminal concerns. Under an initiative launched this spring, about a third of those are being dispatched to behavioral health professionals rather than to police officers.

Several key technologies are available to support efforts by police to offload calls that don't require a law enforcement response. IDC Worldwide Research Vice President for Public Safety Alison Brooks points to video as a possible enabler. Police



could, for example, use a livestream to give mental health professionals eyes on a scene—a potentially safer way to access those insights.

“In the traditional ride-along with mental health support, you’re putting that person in the police car and possibly exposing them to an element of danger,” Brooks says. With a video consultation, police can pull in the experts without putting them at risk.

<https://statetechmagazine.com/article/2021/09/public-safety-agencies-explore-tech-partner-social-services>

Data analytics may also play a role in driving alternative responses by helping law enforcement understand which approaches work best for different types of calls. This approach is already yielding results in police departments nationwide. “Communities that have become analytical with their data and changed their responses have demonstrated significant reductions in calls for service and enormous revenue savings,” says Brandon Kooi, professor of criminal justice at Aurora University in Illinois.

### *Crisis Intervention Teams (CIT)*

A 2019 study in the *Journal of the American Academy of Psychiatry and the Law* concluded that police crisis intervention teams have only modestly helped reduce arrests of people with mental illnesses and kept them out of the criminal justice system. The study also concluded that CITs have failed in a fundamental goal: to de-escalate and reduce violence to citizens and police alike.

<http://jaapl.org/content/early/2019/09/24/JAAPL.003863-19>

In September 2020, NPR reported that the training and deployment of widely used police Crisis Intervention Teams, or CITs, have proven woefully inadequate to reduce violence, get people into treatment or counseling, or to change the broader, often volatile dynamic surrounding mental health and law enforcement.

<https://www.npr.org/2020/09/18/913229469/mental-health-and-police-violence-how-crisis-intervention-teams-are-failing>



### ***Non-Law Enforcement Crisis Response Team***

Eugene, Oregon, has a three-decade-old program named Crisis Assistance Helping Out On The Streets, or CAHOOTS. A non-police intervention for mental and behavioral health crisis calls, this program is a collaboration between local police and a community service called the White Bird Clinic. CAHOOTS provides mobile crisis intervention 24/7 in the Eugene-Springfield Metro area. CAHOOTS is dispatched through the Eugene police-fire-ambulance communications center and, within the Springfield urban growth boundary, dispatched through the Springfield non-emergency number. Each team consists of a medic (either a nurse or an EMT) and a crisis worker who has at least several years' experience in the mental health field.

CAHOOTS provides immediate stabilization in case of urgent medical need or psychological crisis, assessment, information, referral, advocacy, and (in some cases) transportation to the next step in treatment. Any person who reports a crime in progress, violence, or a life-threatening emergency may receive a response from the police or emergency medical services instead of or in addition to CAHOOTS. CAHOOTS offers a broad range of services, including but not limited to:

- Crisis counseling
- Suicide prevention, assessment, and intervention
- Conflict resolution and mediation
- Grief and loss
- Substance abuse
- Housing crisis
- First aid and non-emergency medical care
- Resource connection and referrals
- Transportation to services

<https://whitebirdclinic.org/cahoots/>

Denver and Portland, Oregon, have launched small pilot programs modeled on CAHOOTS. In both places, the programs are starting small with targeted sections of the City with a goal of expanding their reach over time.



### ***Los Angeles, California***

On October 14, 2020, the Los Angeles City Council voted to move forward with a proposal to create unarmed crisis response teams to respond to nonviolent emergency 911 calls instead of Los Angeles Police Department officers. The pilot program specifically enables 911 operators to dispatch nonviolent calls to contracted service providers and specialists who will respond to mental health crises, substance abuse incidents, suicide threats, and behavioral distress. The contracted professionals will also provide conflict resolution services and welfare checks.

The measure, which passed 14–0, allows the City to seek non-profit partners to implement the unarmed crisis response pilot program. It also creates a new classification of city employees who will respond to nonviolent 911 calls.

In March 2021, the Council was presented with the CAHOOTS program as a possible model. Some members pushed back against the model for Los Angeles's nonviolent response program, citing Eugene's lack of racial diversity. An additional consideration was that Eugene, Oregon, has a population of 156,185. The City of Los Angeles has a population of 3.79 million. Even Denver, which started its own nonviolent response program recently, only has a population of 727,211. The concern was that neither city's model has been tested against the raw number of crimes and mental illness experienced by Los Angeles.

### ***Denver, Colorado***

The Support Team Assisted Response (STAR) program was launched on June 1, 2020, to help ensure that the vulnerable get the help they need. STAR responded to 748 calls during its first six months, reducing police calls by 2.8%. None of the calls required police or led to arrests.

The City of Denver has allocated \$1.4 million to expand the service, and the Caring for Denver foundation has matched those funds. This will help the program expand to multiple supplied vans and enough professionals to work eight-hour shifts and cover all hours of the week.



The program has been in the works since 2019 when voters approved a grant to combat mental health and substance abuse. Currently, STAR only operates weekdays during normal business hours with a goal of providing enough staff to take calls at all hours. STAR organizers believe the program is working well, considering about 35% of STAR's calls coming from Denver Police officers themselves. STAR's first progress report was published six months after the program began.

[https://wp-denverite.s3.amazonaws.com/wp-content/uploads/sites/4/2021/02/STAR\\_Pilot\\_6\\_Month\\_Evaluation\\_FINAL-REPORT.pdf](https://wp-denverite.s3.amazonaws.com/wp-content/uploads/sites/4/2021/02/STAR_Pilot_6_Month_Evaluation_FINAL-REPORT.pdf)

## *Conclusion*

There are many options and variations being tested and vetted across the nation regarding how and if public safety departments should direct or collaborate when it comes to addressing wellness and social services. The City of Pittsburgh would benefit from reviewing whether certain models would yield a successful and healthy benefit to the Department of Public Safety or a financially draining duplicate of existing services. Consideration of community impact will be vital, and some changes may create a need to shift resources and result in departmental reorganization.

Based on interviews, reports and research conducted, the Findings developed on behalf of the Department of Public Safety, are as follows:

## **Expand the Victim Assistance Office**

The DPS submitted a 2022 Goal to expand the Victim Assistance Office and seeks to have at least one social worker or social work intern dedicated to at least 3 of the Police Zones.

The Victim Assistance Office is not being utilized to meet the needs of victims or victims' families. The journey through the justice system can be traumatic, especially for victims of crime. The Victim Assistance Office should be expanded to offer victims and their loved ones a single point of contact they can turn to before and after their offender is sentenced.



Services provided across the nation that should be considered include but are not limited to the following:

- Assistance obtaining information on applicable victims' rights;
- Information regarding criminal justice and court-related services;
- Assistance that includes court accompaniment, investigation and case updates, and appropriate court notifications;
- Crisis intervention;
- Information about applicable local crime victims' laws;
- General information and referral to appropriate victim service providers;
- Notification of Court decisions;
- Personal advocacy and support services; and
- Victim advocacy.

### Implement Cross-Cultural Training

Implementing cross-cultural training should include the BOP, BOF, and EMS, but most especially the police. As a "Welcoming City," Pittsburgh has a diverse population. The City's first responders should be aware of cultural differences and be provided training on all manners of de-escalation.

### Develop Community-Based Policing Strategies

#### Relationship-Based Policing

The year 2020 was challenging in the United States for law enforcement nationwide. The year shed light on just how strained relations are between police departments and the communities they serve, as well as just how big the trust gap is.

Community Policing is a framework that aims to improve quality of life and increase public safety through collaboration between police officers and community members. In community policing, the job of the police is not only to respond to incidents but also to help solve community problems, to problem-solve not just for residents but with residents. This is achieved through building positive police/community relationships in order to enhance



quality of life in neighborhoods. Relationship-based policing models vary by community, but most share certain core principles that include:

- Cultivating a wide range of community partnerships;
- Assigning police to one small geographic area;
- Training the entire department in community policing best practices;
- Increasing officer buy-in of community policing benefits;
- Having clear and sustained expectations and commitment from department leaders;
- Expanding performance reviews to include assessments of community policing values and community engagement; and
- Implementing systematic and standardized problem-solving approaches.

Officers will need to make positive first impressions with the community and work collaboratively with others; therefore, strong communication, interpersonal, and strategic problem-solving skills are critical for newly hired officers and for developing existing officers. Divisions should also strive to hire officers who reflect the racial and ethnic makeup of the communities they serve. New hires should understand the unique aspects of placement with the Pittsburgh Bureau of Police and be willing to commit for a required minimum period of time. Currently, there is no such requirement for newly recruited police officers to remain in the jurisdiction of the City after graduating from the Police Academy. If Pittsburgh invests in their recruits, the recruits can invest in Pittsburgh.

## Community Partnerships Success Models

- Officers in Nebraska's Lincoln Police Department serve residents in need by maintaining on-call contacts with mental health and needs-based providers and by using a phone app called MyLnk to immediately connect with a clearinghouse of public services. This dual approach has resulted in round-the-clock support for officers and citizens in crisis situations.
- The New York Police have a Collaborative Policing Unit dedicated to assisting officers, other government agencies, and nonprofits to work together to address problems. The unit produces a quarterly updated, downloadable public resources guide for



residents and crime victims, which has proven to be a valuable asset to officers in the field.

- Belton, Texas, partnered with its residents to create a network of outdoor home surveillance that has helped to drastically reduce car and home break-ins. In addition, Belton works with local faith-based organizations and volunteers to organize a phone bank for daily wellness-checks for elders—a lifeline for Belton's senior population.

***“It’s easier to interact with citizens to create change than it is to write a report.”***

**—Chief Gene Ellis, Belton Texas Police Department**

### Performance Evaluations Should Be Utilized

Performance Evaluations should be utilized across the Department and Bureaus. Performance evaluations, which are fundamental to long-term model sustainability, should reflect the type of effort agencies want to see. Supervisors doing evaluations must include measures of creativity and meaningful effort, rather than just arrests and crime data, and find ways to document engagement with the public. Departments must also measure effectiveness through surveys and focus groups to see what has worked and where more effort is needed. Accomplishments and/or weaknesses should be evaluated and addressed regularly.

### Success Models

- Los Angeles PD interview boards consider creativity and any extra skill sets an officer may possess in their hiring choices. Placement in the CSP unit requires a 5-year commitment, and officers interested in applying must attend an orientation session to understand what the commitments entails.
- Community Coordination Officers in New York City must have two years minimum of policing experience. NYPD also promotes supervisors who believe in and support the model, recognizing that if the unit is poorly run, the model will fail.
- Even before civil service background checks, Belton Police Department applicants are screened by a three-panel supervisory board—a lieutenant and two sergeants—to determine if they fit well with the department's relationship-based values. Any officers with red-flag pasts or who exhibit intractable “us versus them” mindsets are passed over.



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## About the Agency

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## Contact Information

Department of Public Safety

414 Grant St., Suite 400

Pittsburgh, PA 15219

**Wendell Hissrich, Public Safety Director**

Wendell.Hissrich@pittsburghpa.gov

Phone: N/A

## Enabling Legislation

§ 116.01 - BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY

- BUREAU CHIEFS
  - The Department of Public Safety consists of the Police Bureau, the Fire Bureau, the Emergency Medical Services Bureau, and the Administration Bureau. Each of the bureaus that make up the Department of Public Safety shall be under the charge of a Chief who shall be the head thereof and shall have the same powers as a department director as defined in Chapter 111 of this Code.
  - Wherever the terms "Superintendent or Chief of Police," "Fire Chief," "Director or Chief of Emergency Medical Services," "Chief, Emergency Operations Center," or "Chief, Administration Bureau" appear elsewhere in the Pittsburgh Code, these terms shall be deemed to be equivalent to the heads of major administrative units as defined in the Pittsburgh Home Rule Charter.
  - The Bureau of Animal Care and Control falls within the jurisdiction of the Director of Public Safety.
- DIRECTOR OF PUBLIC SAFETY
  - In addition to the bureau chiefs set forth above, there shall be one (1) Director of Public Safety for the Department, who shall be generally in charge of coordinating the various bureaus in addition to the specific duties and powers set forth below and who shall also serve as the Chief of the Administration Bureau.
  - Although the responsibilities of the Director of Public Safety differ from a traditional department director due to the focused scope of the powers and



duties set forth herein, the position of Director of Public Safety shall also be appointed by the Mayor and shall be subject to confirmation by the City Council as provided for in Section 209 of the Home Rule Charter. An acting Director of Public Safety may likewise be designated by the Mayor to serve for a period of up to ninety (90) days by written designation filed with the City Clerk and Controller.

- A bureau chief may simultaneously serve as the Director of Public Safety; however, the position is not required to be filled by a bureau chief.
- The Director of Public Safety shall provide for and administer the Bureau of Animal Care and Control.

(Ord. 1-1985, eff. 1-1-85; Am. Ord. 1-1998, eff. 2-13-98; Ord. No. 3-2007, § 1, eff. 2-20-07; Ord. No. 23-2010, § 2, eff. 7-16-10; Ord. No. 28-2014, § 1, eff. 12-22-14)

#### § 116.02 - POWERS AND DUTIES OF BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY

- BUREAU CHIEFS: The chiefs of the respective bureaus of the Department of Public Safety shall have the following powers and duties:
  - The care, management, administration, and supervision of police, fire, emergency medical forces, and the City's emergency communication system;
  - The provision of educational programs concerning police, fire, animal care and control, and emergency medical matters to the general public; and
  - The oversight of the police force accreditation process, the supervision of the accreditation manager and related staff or committee, and the assurance of attainment of police accreditation and continued reaccreditation.
- DIRECTOR OF PUBLIC SAFETY: The Director of Public Safety shall have the following powers and duties:
  - Directing liaison activity with other City departments and public safety agencies;
  - Holding internal disciplinary hearings and/or making employee disciplinary decisions as set forth in the various bureau union contracts and/or applicable law;
  - Coordinating the public safety bureaus during emergencies, which shall include but not be limited to the authority to make decisions regarding evacuations and/or quarantines subject to applicable law;



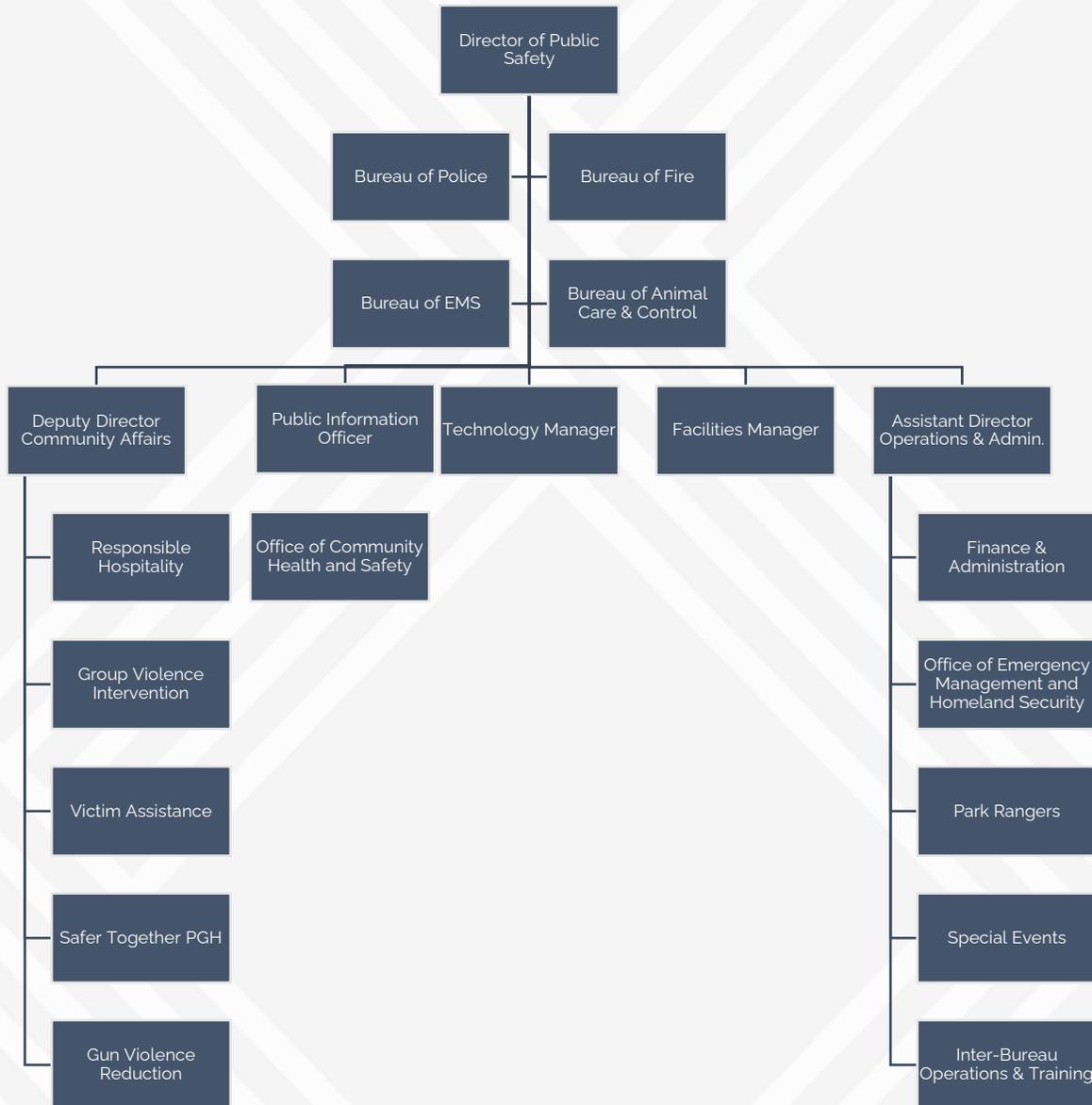
- Enforcing the City's nuisance property laws;
- Signing contracts on behalf of the Department; and
- Performing such other related tasks and duties that are assigned by the Mayor as required.

### Mission

The mission of the Department of Public Safety is to provide for the security and safety of all residents and patrons of the City of Pittsburgh through the oversight and execution of the public safety operational strategies through the planned and coordinated efforts of the Bureaus of Police (BOP), Fire (BOF), Emergency Medical Services (EMS), and Animal Care and Control (ACC). This mission includes the creation of a command team with representatives from the BOP, BOF, and EMS acting in conjunction as the Office of Emergency Management (OEM). We strive to improve community and first responder safety through integrated response, training, technology, fleet upgrades, and increased community visibility, as well as enhancing and enforcing team collaboration across all Public Safety Bureaus. We attempt to further our mission through streamlining administrative positions to provide cross training support and improve oversight on resources, spending, and hiring practices.



## Organizational Chart (Released Nov. 5, 2021)



### Descriptions of Services

**Administration**—The Bureau of Administration contains the office of the Director of the Department of Public Safety. It is a managed entity responsible for standardizing practices, policies, response efforts, technology, and communications across all bureaus. It provides oversight and inter-bureau coordination of personnel, resources, facilities, and finances. While each of the bureaus remains independent, the Department has streamlined uniform policies, reporting structures, and financial management.



**Community Outreach**—The Office of Community Outreach serves as a liaison between the City of Pittsburgh's residents and community groups and the Department of Public Safety. The Community Outreach staff is responsible for coordinating and maintaining numerous Public Safety community relations initiatives. In an effort to keep residents safe and improve their quality of life, the Outreach staff educates and provides the public with general safety, crime prevention, and various life-enhancing resources. These initiatives are conducted through meetings, workshops, and community-sponsored events. The Department of Public Safety Community Outreach efforts can be classified into four categories—Safer Together Pittsburgh, Youth Policy, Victim Assistance, and the Ranger program.

- Through its growing partnerships with residents, local businesses, and community organizations, **Safer Together Pittsburgh** strives to build and maintain strong communicative relationships between the City of Pittsburgh's Public Safety Bureaus and the City of Pittsburgh residents. They work at building and strengthening relationships, partnerships, and communications among the City's Public Safety bureaus and the local Public Safety Zone Councils. The Public Safety Zone Councils are open to all residents, young and old, who care and are concerned for the overall public safety of their community. In addition, Safer Together Pittsburgh works with all associated community-based public safety structures, with other various public safety bureaus, and within the neighborhoods they serve. Additionally, Safer Together Pittsburgh examines methods and proven approaches to better respond to the needs and service expectations of underserved communities and populations in Pittsburgh.

The Public Safety Zone Councils continue to be an instrumental tool in the success of the Safer Together Pittsburgh Outreach initiatives. This relationship affords the Department of Public Safety the opportunity to closely assess the safety needs and concerns of residents. In addition, this relationship allows the department to better utilize its resources to meet the needs and service expectations of underserved communities and populations.



### **Zone Public Safety Council Contact Information:**

Emily Embrey—[emily.embrey@pittsburghpa.gov](mailto:emily.embrey@pittsburghpa.gov)—works with Zone 1 and Zone 5 Public Safety Councils

Ian Reynolds—[ian.reynolds@pittsburghpa.gov](mailto:ian.reynolds@pittsburghpa.gov)—works with Zone 2 and Zone 3 Public Safety Councils

John Tokarski—[john.tokarski@pittsburghpa.gov](mailto:john.tokarski@pittsburghpa.gov)—works with Zone 4 and Zone 6 Public Safety Councils

- **Youth Policy Programs** are designed to identify the safety needs of children and youth. Programming is structured to nurture healthy relationships between the City of Pittsburgh youth and Public Safety personnel. In conjunction with the services of the Public Safety Bureaus, a combination of City, County, and State resources is utilized to ensure that the safety requirements of this vulnerable population are fulfilled.
- **Victim Assistance** provides information and support to City residents and families that are victims of crime and natural or man-made disasters. A Victim Assistance Coordinator is responsible for ensuring that victims of crimes investigated by the Pittsburgh Bureau of Police or of natural or man-made disasters are afforded the opportunity to receive services and support for long-term safety needs as permissible by law. This position coordinates the day-to-day operational aspects, works with law enforcement on training and maintaining community awareness of services available to victims of crime and natural or man-made disasters, and liaises with City and County agencies to ensure coordinated services.
- **The Park Ranger Program** is a vital connection between the City of Pittsburgh's parks and its park users. Park Rangers act as park ambassadors for the Department of Public Safety by educating park visitors/users on park offerings, programs, activities, local ordinances, rules, and regulations. Park Rangers also engage park visitors in mutually respectful ways that benefit and develop relationships and appropriate park use.

**Nighttime Economy**—Nighttime Economy supports the food, beverage, and entertainment events that enhance Pittsburgh's quality of life and attractiveness to visitors and relocating companies. However, this industry can present unique potential public safety risks and



impacts on quality of life. Further, consumer demand is forceful, and trends populate quickly, often well in advance of policies that could address issues. Responsible Hospitality includes planning, monitoring, managing, and policing. The Nighttime Economy Coordinator facilitates these activities and upholds Pittsburgh's Sociable City vision—"Safe and vibrant places to socialize for visitors and Pittsburghers of all ages, cultures, and lifestyles"—and the Sociable City's mission—"Retain and grow the economic value of the social and nighttime **economy** while effectively preventing and addressing nuisance activities, managing public safety risks, and alleviating quality of life impacts."

- ***Responsible Hospitality***

The Pittsburgh Sociable City Plan was developed by the Responsible Hospitality Institute with input from key stakeholders and is a framework to address the complex issues required to sustain a safe and vibrant social experience for residents and visitors. The Pittsburgh Sociable City Plan is implemented by the Nighttime Economy Manager who coordinates five action teams focused on public safety, hospitality, development, transportation, and personal accountability and the Pittsburgh Sociable City Alliance.

The Pittsburgh Sociable City Alliance oversees the implementation of recommended policy changes and updates presented in the Sociable City Plan and directs resource allocation to support and sustain Pittsburgh's nighttime economy.

The Nighttime Economy Coordinator is additionally charged with implementing the long-range recommendations from the Sociable City Plan and with facilitating key stakeholders to guide policy changes and resource allocation.

**Disruptive Properties**—Since Disruptive Properties place a substantial threat and burden on the common health, safety, and welfare of the residents of the City of Pittsburgh, the Public Safety Director is authorized to charge the cost of law enforcement to the property owner in order to deter repeated violations of state and local law. When a property violation remains unabated for an unreasonably long period of time, misdemeanor charges may result.

Disruptive Properties  
Department of Public Safety  
414 Grant Street, Rm. 400  
Pittsburgh, PA 15219  
Phone: 412-255-2645



**Group Violence Intervention Initiative**—Group Violence Intervention (GVI) plays a crucial role in reducing neighborhood violence. It is a partnership across law enforcement, street outreach workers, social services, and the community who mediates and interrupts violence from spreading.

**Office of Emergency Management**—The Office of Emergency Management (OEM) works to reduce the vulnerability of the populace and property of the City to injury and loss resulting from natural or man-made disasters. This office also provides prompt and efficient rescue, care, and treatment for persons threatened or victimized by disaster; provides for rapid and orderly restoration and recovery following disasters; and educates the public regarding their responsibilities in responding to disasters affecting the City of Pittsburgh. Comprised of representatives from the BOP, BOF, and EMS with oversight by the Director's office, the restructured OEM works together with other departments to formulate strategies and policies for planned events and potential natural and man-made events, utilizing the National Incident Management System.

**Office of Special Events**—The Office of Special Events is comprised of eight full-time staff plus part-time staff who coordinate, organize, produce, or assist in the production of summer concerts, movies, footraces, and many other events, including the nationally recognized Richard S. Caliguiri City of Pittsburgh Great Race. It is also responsible for assisting other offices and departments, including the Office of the Mayor, with producing and executing press events and public gatherings. Special Events is also tasked with receiving and vetting applications for small- and large-scale events within the City of Pittsburgh and receiving and vetting requests for TV and Feature Film productions and coordinating any required assets.

**Public Information Office/Media**—The Public Information Office (PIO) budget includes four full-time employees—one Public Information Officer, one Deputy Public Information Officer, one Assistant Public Information Officer, and one Social Media Specialist. The PIO Office's mission is to tell the whole story of Public Safety, not just what the media covers, and to foster a collaborative environment between Public Safety and the public by promoting and practicing transparency. The PIO provides information to the public primarily through social media but also through traditional media on behalf of all Public Safety departments.

**Public Safety Technology**—The Office of Public Safety Technology coordinates closely with the City's Department of Innovation & Performance, bureau technology subject matter



experts, other departments, and partner agencies to enhance safety and awareness of Public Safety personnel by assessing both existing and new technology, infrastructure, and solutions utilized by responders in their daily activities. The Public Safety Technology Manager ensures that critical public safety technology and systems function efficiently and effectively on a 24/7 basis, including citywide security camera deployment, the gunshot detection system, radio communications, and Public Safety-specific software. The Manager works closely with outside entities to allow all bureaus to have the technical resources necessary to ensure the safety of residents, visitors, and employees of the City of Pittsburgh.

**Special Inter-Bureau Operations**—Special Inter-Bureau Operations include emergency response requiring personnel, equipment, and resources from EMS, Fire, Police, Emergency Management, Animal Care and Control, and the Rangers. These operations include ongoing operational training, readiness, and planning and provide resources to incidents like hazardous material release, active shooter events, flood response, high-rise fires, and terrorist attacks.

**Public Safety Facilities**—The Office of Public Safety Facilities coordinates closely with the Director of the Department of Public Safety, the various Bureau Chiefs within the Department, and the Department of Public Works regarding Public Safety facilities. The Office ensures that systems and chains of communication are in place to support the goals and objectives of the Department of Public Safety. The Office manages or leads all facility workflow, including work order processing/follow-up, working with the Department of Public Works to identify and develop proposals for critical facilities capital projects, performing routine inspections, assisting in the preparation of grant applications and legislation that support Public Safety facilities requirements, and insuring the proper disposal of excess equipment and materials. The Office has extensive interaction with all City departments and outside agencies to include various county, state, and federal law enforcement, correctional, facility management, and risk management agencies. The Office also has the additional duties of being City-County Building Fire Marshal and City-County Building Radiation Safety Officer and working with Allegheny County to provide security to the City-County Building.



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## Agency Goals

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### Assist Businesses in Increasing Their Sustainability and Safety

Strategies to achieve goal:

- Transition delivery of bar/restaurants safety meetings from in-person to online format.
- Create short video tutorials on City rules and resources in a digital format that will serve as a living library of strategies and tools.
- Nurture peer-to-peer support to maintain consistently high industry standards and safety practices.
- Analyze vulnerabilities in the socializing ecosystem to inform sustainable models in rebuild phase.
- Seek support for legacy venues (those with architectural, historical, or cultural significance) at risk of permanent closure.
- Track temporary and permanent business closings.
- When the time is right to return to socializing, encourage consumer confidence with Safe to Social Campaign.

How success will be measured:

- Nighttime Economy Office will have made the transition to operate virtually, if needed, to provide access to information and resources more efficiently.

### Assure Equity in Pittsburgh's Nighttime Economy

Strategies to achieve goal:

- Track losses and gains of minority-, woman-, LGBTQ-, and/or veteran-owned business.
- Create awareness of resources that encourage business ownership that reflects our City's diversity.
- Connect businesses with education on Implicit Bias and Public Accommodation to prevent discrimination.

How success will be measured:

- Participation in the Implicit Bias and Public Accommodation information sessions.



### Prevent and Resolve Community Tensions

Strategies to achieve goal:

- Work with DOMI to anticipate impacts of new outdoor commerce locations.
- Continue to monitor and analyze 311 complaints to prioritize areas in which businesses need education and resource development.
- Develop and create awareness of resources to reduce risks and complaints.
- Continue to mediate business/resident tensions and assist in resolution.
- Map losses and gains in business storefronts to anticipate vitality vacuums that might attract crime.

How success will be measured:

- Decrease in complaints made to 311 by 15%.

### Respond Efficiently to Needs of the Hospitality Industry and the Community in Which They Operate

Strategies to achieve goal:

- Hold monthly meetings with Economic Development and Operations Chiefs to identify opportunities for inter-departmental collaboration and cross education.
- Build a Sociable City Community Advisory Panel to identify nightlife/socializing issues affecting resident, student, and visitor communities.
- Build a Hospitality Business Advisory Panel to identify priorities for future improvement.
- Convene Issue Forums on topics identified by both Hospitality and Community Advisory Panels.
- Share best practices currently used in neighborhoods that could be introduced to others.

How success will be measured:

- Engagement from the Hospitality Community will increase by 10%.



## Expand the Victim Assistance Office

Strategies to achieve goal:

- Collaborate with the Pittsburgh Bureau of Police and local universities to create internship opportunities for MSW students.

How success will be measured:

- Public Safety will have at least one social worker or social work intern dedicated to at least 3 of the Police Zones.

## Identify the Appropriate Police/Social Worker Model for the Pittsburgh Bureau of Police

Strategies to achieve goal:

- Continue partnership with University of Pittsburgh School of Social Work.
- Work collaboratively with the Office of Community Health and Safety.
- Meet with other cities that currently have Police/Social Worker programs to learn about implementation strategies and best practices.

How success will be measured:

- Selection of a Police/Social Work model for the Pittsburgh Bureau of Police and progress toward implementation.

## Implement Cross-Cultural Training for Pittsburgh Bureau of Police

Strategies to achieve goal:

- Award RFP to qualified vendor to create a train-the-trainer training curriculum.
- Work with the Welcoming Pittsburgh Steering Committee to review the new curriculum.
- Train the Pittsburgh Bureau of Police Training Academy Trainers to teach curriculum to new recruits.



How success will be measured:

- All Pittsburgh Bureau of Police Training Academy instructors will be trained to teach the chosen curriculum.

### Properly Train Each Public Safety Council Leadership Team to Operate Virtually

Strategies to achieve goal:

- Access technical capabilities of each leadership team.
- Provide trainings on how to use virtual meeting platforms.
- Provide technical support where needed.
- Create virtual operating procedures for zone councils.

How success will be measured:

- Each Public Safety Council member will feel comfortable conducting virtual meetings independently.

### Increase Number of Pittsburgh Police Interns

Strategies to achieve goal:

- Expand recruitment efforts outside of the Pittsburgh region.
- Engage diverse candidates to increase interest in the Pittsburgh Bureau of Police.
- Create marketing materials that appeal to the youth.

How success will be measured:

- Increasing the number of interns by at least 20–30%.

### Increase Awareness of the STOP the Violence Initiative

Strategies to achieve goal:

- Create a newsletter that will publicize statistics, activities, and developments that will be useful to individuals and organizations that are attempting to reduce violence in the City.



- Create a list of community organizations involved in anti-violence and/or violence reduction initiatives.
- Determine structure, location, and audience for quarterly community meetings.

How success will be measured:

- Disseminating the newsletter quarterly and convening quarterly community meetings.

### Restructure the STOP the Violence Advisory Board

Strategies to achieve goal:

- Gauge interest of community and organization leaders in the anti-violence/violence reduction space.
- Add community leaders to the advisory board.

How success will be measured:

- The advisory board will have at least 25% community and organization leaders by 2021.

### Increase Pollution Education Efforts in the Parks

Strategies to achieve goal:

- Partner with the International Dark Sky Association to educate patrons regarding the environmental impacts of light pollution.
- Utilize social media.
- Provide pamphlets to patrons of the park.
- Collaborate with the Department of Public Works for potential signage in the parks.

How success will be measured:

- Pre and post surveys conducted via social media to determine reach and retention of information.
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### Implement the “Sky Is for Everyone” Program

Strategies to achieve goal:

- Educate about the wonders of the night sky to park patrons.



- Utilize social media for marketing related events.
- Utilize live-streaming methods to stack images of deep-sky marvels through the telescope to a camera sensor to online streaming.
- Live "wide-cam" all night broadcasts during meteor shower events from various locations.

How success will be measured:

- Social media analytics will be used to determine reach and program impressions.

### Enhance, Maintain, and Improve the Security Camera Infrastructure

Strategies to achieve goal:

- Identify hot spots and crime trends to allow proactive approaches to deploy security cameras to aid in neighborhood safety, investigations, and critical infrastructure protection.
- Maximize use of security cameras.

How success will be measured:

- Reviewing crime statistics to determine the number of instances in which video aided in an investigation.
- Feedback from Police Zones on the effectiveness of cameras deployed in neighborhoods and business districts.

### In Partnership with the Bureau of Police, Work to Launch a Virtual Block Watch Crime Prevention Partnership Registry for Private Cameras

Strategies to achieve goal:

- Work with the BOP and Department of Innovation & Performance to launch a website that allows residents, business, and community groups to register private cameras.
- Registering cameras will aid in deterring crime and allow investigators a unified system to locate private cameras to expedite gathering video evidence.



How success will be measured:

- Not only will this increase productivity, but it will also be a strong partnership between Police and the Community.
- Once established through marketing and branding, determine crime statistics before and after.

### **Re-establish Traditional City-Produced Events to Fit Within Social Distancing Guidelines by Returning, Creating, or Adapting Programming**

Strategies to achieve goal:

- Evaluate state and local guidelines.
- Evaluate traditional events and programs to see which can return to summer schedule under revised planning to accommodate health guidelines.
- Research what other cities are doing to re-establish recreation events.

How success will be measured:

- Successful reintegration of traditional event season.
- Increased programming.
- Increased participation, in person and virtual.

### **Provide More Effective Customer Service for Special Event Applications and Increase Coordination with Internal Departments in Response to Applications Processed by the Permitting Staff**

Strategies to achieve goal:

- Ensure that all applications are reviewed and processed in a timely fashion, in anticipation of application levels being similar or greater to that of recent years.
- Evaluate new software solutions for processing event applications online to provide an improved customer service experience.

How success will be measured:

- More consistent timelines from application submission to issuance.
- Streamline the online application process.



## Strengthen Emergency Response Protocols Within the City-County Building

Strategies to achieve goal:

- Completely reevaluate and update current plan and practices.
- Implement updated plan via training, monthly system tests, and annual emergency evacuation drill.

How success will be measured:

- Successful update of plan with input from all affected agencies in the City-County Building.
- Successful implementation of monthly system test.
- Successful execution of emergency evacuation drill.

## Sustain Social Media Growth

Strategy to achieve goal:

- Continue operating PIO Office as an independent newsroom that produces original content, thereby making us the main news source for all Public Safety events.

How success will be measured:

- Completion of the above strategies.

## Increase Training Opportunities for PIOs and Social Media Specialist

Strategy to achieve goal

- Enroll in online courses.

How success will be measured:

- Successful completion of online courses.



### Promote BOP Accomplishments and Contributions to the Community During a Time When Reform Is Being Discussed

Strategy to achieve goal:

- Did You Know feature, educating the public on the various programs and outreach efforts by the BOP.

How success will be measured:

- Completion of the above strategies.

### Increase Social Media Spotlight on Fire and EMS

Strategy to achieve goal:

- Increase involvement in day-to-day happenings.

How success will be measured:

- Increased postings to social media focused on Fire and EMS.



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## Performance Metrics

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See Agency Goals



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## Budget

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## Staffing & Salaries

### 2022 Fiscal Year: City of Pittsburgh Operating Budget, Department of Public Safety

City of Pittsburgh Operating Budget      Department of Public Safety - Bureau of Administration  
 Fiscal Year 2022      210000

#### Position Summary

Title	2021 FTE	Rate/ Grade	Hours/ Months	2021 Budget	2022 FTE	Rate/ Grade	Hours/ Months	2022 Budget
Public Safety Director	1	135,265	12	\$ 135,265	1	144,870	12	\$ 144,870
Assistant Director - Operations	1	32G	12	98,369	1	32G	12	101,320
Manager of Support Services	1	34E	12	98,369	1	34E	12	101,320
Public Safety Technology Manager	1	34E	12	98,369	1	34E	12	101,320
Critical Infrastructure Manager	1	30E	12	84,234	1	30E	12	86,761
Public Information Officer	1	28F	12	80,876	1	28F	12	83,302
Deputy Public Information Officer	1	24E	12	65,804	1	24E	12	67,778
Assistant Public Information Officer	1	22E	12	60,563	1	22E	12	62,380
Stores Manager	1	25E	12	68,458	1	25E	12	70,511
Emergency Management Planner	2	21E	12	116,109	3	21E	12	179,388
Emergency Management Planner (start Sept.)	1	21E	4	19,351	—	21E	—	—
Social Media Specialist	1	22E	12	60,563	1	22E	12	62,380
Nighttime Economy Manager	1	28F	12	80,876	1	28F	12	83,302
Nighttime Economy Project Coordinator	1	22E	12	60,563	1	22E	12	62,380
Department Business Administrator	3	26E	12	214,092	4	26E	12	294,020
Finance Administrator	1	19E	12	53,400	1	19E	12	55,002
SCBA Repair Specialist	2	24.23	2,080	100,810	2	24.96	2,080	103,834
Equipment Repair Specialist	2	24.23	2,080	100,792	2	24.96	2,080	103,816
Delivery Driver	1	23.21	2,080	48,271	1	23.90	2,080	49,718
Laborer	2	21.33	2,080	88,741	2	21.97	2,080	91,404
Executive Assistant - Public Safety	1	24F	12	68,458	—	24F	—	—
Administrative Assistant - Disruptive Properties	1	17F	4	17,048	1	17F	4	52,680
Administrative Specialist	3	11D	12	113,960	3	11D	12	117,379
Coordinator, Grants	1	U06-K	12	50,764	1	U06-K	12	52,287
Specialist, Accounting	1	U07-A	12	45,877	2	U07-A	12	94,506
Specialist, Accounting (start Sept.)	1	U07-A	4	15,292	—	U07-A	—	—
Supervisory Clerk	1	12E	12	40,668	1	12E	12	41,888
Coordinator, Administrative	1	U04-F	12	39,632	1	U04-F	12	40,821
Technician, Payroll	6	U02-K	12	228,101	8	U02-K	12	313,260
Technician, Payroll (start Sept.)	2	U02-K	4	25,345	—	U02-K	—	—
Assistant I, Administrative	1	U02-K	12	35,271	1	U02-K	12	36,329
Special Events Program Manager	1	27E	12	74,194	1	27E	12	76,420
Special Events Program Assistant Manager	1	19G	12	58,054	1	22E	12	62,380
Special Events Permit Coordinator	1	56,490	12	56,490	1	21E	12	59,796
Special Events Administrator	1	17E	12	48,849	1	17E	12	50,315
Program Coordinator, Special Events	4	21.69	2,080	180,425	4	23.34	2,080	194,196
Park Ranger	2	20.62	2,080	85,783	2	21.41	2,080	89,080



City of Pittsburgh Operating Budget  
Fiscal Year 2022

Department of Public Safety - Bureau of Administration  
210000

### Position Summary

Title	2021 FTE	Rate/ Grade	Hours/ Months	2021 Budget	2022 FTE	Rate/ Grade	Hours/ Months	2022 Budget
School Crossing Guard Supervisor	1	23E	12	63,177	1	23E	12	65,072
School Crossing Guard	71	15.00	1,200	1,278,000	81	15.45	1,200	1,501,740
School Crossing Guard (start Sept.)	10	15.00	400	60,000	—	15.45	—	—
<b>Total Full-Time Permanent Positions</b>	<b>137</b>			<b>\$4,319,262</b>	<b>137</b>			<b>\$4,752,955</b>

### Temporary, Part-Time, and Seasonal Allowances

AV Event Technician, Part-Time	—	\$ 12.75	545	\$ 6,950	—	\$ 12.75	545	\$ 7,516
AV Event Technician, Seasonal	—	12.75	1,540	19,637	—	12.75	1,540	21,308
				<b>\$ 26,587</b>				<b>\$ 28,824</b>

Total Full-Time Permanent Positions	137			\$4,319,262	137			\$4,752,955
Temporary, Part-Time, and Seasonal Allowances	—			26,587	—			28,824
Vacancy Allowance	—			(82,053)	—			(94,867)
<b>Total Full-Time Positions and Net Salaries</b>	<b>137</b>			<b>\$4,263,796</b>	<b>137</b>			<b>\$4,686,912</b>



## Other Operating Funds

City of Pittsburgh Operating Budget  
Fiscal Year 2022

Department of Public Safety - Bureau of Administration  
210000

### Subclass Detail

	2020	2021	2022	Increase/ (Decrease)	% Change
	Actual	Budget	Budget		
<b>Expenditures</b>					
<b>51 - PERSONNEL-SALARIES &amp; WAGES</b>	<b>\$ 3,129,799</b>	<b>\$ 4,323,796</b>	<b>\$ 4,746,912</b>	<b>\$ 423,116</b>	<b>9.8%</b>
51101 - Regular	3,057,245	4,263,796	4,686,912	423,116	
51401 - Premium Pay	72,355	60,000	60,000	—	
<b>52 - PERSONNEL-EMPLOYEE BENEFITS</b>	<b>1,193,875</b>	<b>1,695,706</b>	<b>1,921,435</b>	<b>225,729</b>	<b>13.3%</b>
52101 - Health Insurance	757,636	1,125,718	1,205,753	80,035	
52111 - Other Insurance/Benefits	75,447	101,528	108,282	6,754	
52201 - Social Security	236,605	336,263	380,494	44,231	
52301 - Medical-Workers' Compensation	51,192	51,197	52,550	1,353	
52305 - Indemnity-Workers' Compensation	—	—	32,357	32,357	
52601 - Personal Leave Buyback	67,521	71,000	132,000	61,000	
52602 - Tuition Reimbursement	5,474	10,000	10,000	—	
<b>53 - PROFESSIONAL &amp; TECHNICAL SERVICES</b>	<b>3,517,901</b>	<b>2,005,562</b>	<b>3,059,777</b>	<b>1,054,215</b>	<b>52.6%</b>
53101 - Administrative Fees	—	350	350	—	
53105 - Recording/Filing Fees	224	4,100	4,100	—	
53301 - Workforce Training	5,312	10,000	70,000	60,000	
53509 - Computer Maintenance	—	7,000	7,000	—	
53529 - Protective/Investigation	3,466,263	1,627,749	2,610,727	982,978	
53725 - Maintenance-Miscellaneous	9,563	9,563	9,800	237	
53901 - Professional Services	36,540	326,800	337,800	11,000	
53907 - Recreation Services	—	20,000	20,000	—	
<b>54 - PROPERTY SERVICES</b>	<b>375,962</b>	<b>423,061</b>	<b>434,674</b>	<b>11,613</b>	<b>2.7%</b>
54501 - Land & Buildings	375,962	423,061	434,674	11,613	
<b>55 - OTHER SERVICES</b>	<b>889</b>	<b>3,000</b>	<b>3,000</b>	<b>—</b>	<b>—%</b>
55301 - Employment Related	—	1,000	1,000	—	
55701 - Transportation	889	2,000	2,000	—	
<b>56 - SUPPLIES</b>	<b>124,021</b>	<b>221,301</b>	<b>235,800</b>	<b>14,499</b>	<b>6.6%</b>
56101 - Office Supplies	5,722	10,000	10,000	—	
56103 - Freight	36	—	—	—	
56151 - Operational Supplies	118,262	211,301	225,800	14,499	
<b>57 - PROPERTY</b>	<b>3,445,470</b>	<b>2,891,849</b>	<b>1,571,500</b>	<b>(1,320,349)</b>	<b>(45.7)%</b>
57501 - Machinery & Equipment	1,620,470	1,657,350	46,500	(1,610,850)	
57531 - Vehicles	1,825,000	1,234,499	1,525,000	290,501	
<b>58 - MISCELLANEOUS</b>	<b>—</b>	<b>5,756,650</b>	<b>—</b>	<b>(5,756,650)</b>	<b>(100.0)%</b>
58101 - Grants	—	5,756,650	—	(5,756,650)	
<b>Expenditures Total</b>	<b>\$ 11,787,917</b>	<b>\$ 17,320,925</b>	<b>\$ 11,973,098</b>	<b>\$ (5,347,827)</b>	<b>(30.9)%</b>



## 5-Year Forecast

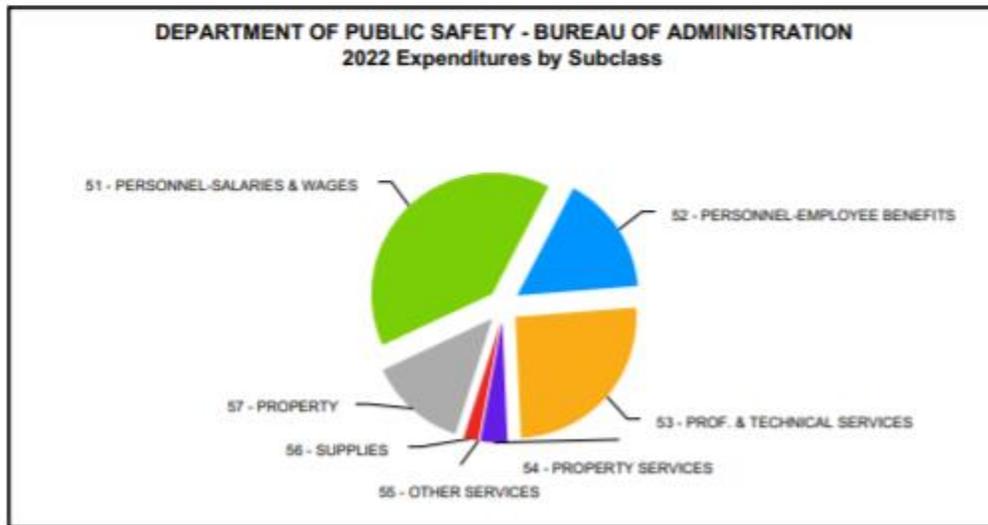
City of Pittsburgh Operating Budget  
Fiscal Year 2022

Department of Public Safety - Bureau of Administration  
210000

### Five Year Forecast

	2022	2023	2024	2025	2026
<b>Expenditures</b>					
51 - PERSONNEL-SALARIES & WAGES	\$ 4,746,912	\$ 4,867,635	\$ 4,988,094	\$ 5,092,659	\$ 5,193,630
52 - PERSONNEL-EMPLOYEE BENEFITS	1,921,435	1,995,220	2,083,314	2,174,534	2,270,353
53 - PROF. & TECHNICAL SERVICES	3,059,777	2,777,134	2,793,139	2,809,607	2,826,550
54 - PROPERTY SERVICES	434,674	446,633	458,952	458,952	458,952
55 - OTHER SERVICES	3,000	3,000	3,000	3,000	3,000
56 - SUPPLIES	235,800	235,800	235,800	145,800	145,800
57 - PROPERTY	1,571,500	1,535,500	1,535,500	1,535,500	160,500

<b>Total</b>	<b>\$ 11,973,099</b>	<b>\$ 11,860,923</b>	<b>\$ 12,097,799</b>	<b>\$ 12,220,052</b>	<b>\$ 11,058,785</b>
% Change from Prior Year	(30.9)%	(0.9)%	2.0%	1.0%	(9.5)%





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## Programs & Projects

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### Public Safety Initiatives

The Office of Community Outreach provides educational and technical assistance to the community regarding public safety services provided by the City of Pittsburgh. The City also works with other municipal government and nongovernment service agencies toward that goal.

### Safer Together Pittsburgh

Safer Together Pittsburgh strives in its work to provide outreach and assistance to the residents and businesses of Pittsburgh. They work at building and strengthening relationships, partnerships, and communications among the City's Public Safety bureaus and the local Public Safety Zone Councils. The Public Safety Zone Councils are open to all residents, young and old, who care and are concerned for the overall public safety of their community. In addition, Safer Together Pittsburgh works with all associated community-based public safety structures, with other various public safety bureaus, and within the neighborhoods they serve. Additionally, Safer Together Pittsburgh examines methods and proven approaches in order to better respond to the needs and service expectations of underserved communities and populations in Pittsburgh.

### STOP the Violence

The STOP the Violence Office attempts to promote, assist, and connect the anti-violence activities sponsored by the City of Pittsburgh with other governmental and private anti-violence activities and with citizens who want to eliminate violence. City-sponsored activities include Group Violence Intervention (GVI), the Pittsburgh Police Community Engagement Unit, and Youth & Adult Diversion programs. One of the principal tools of the Office is their monthly STOP the Violence newsletter that highlights the facts on violence in the City, featuring insights on City-sponsored activities and community-based initiatives to prevent violence and showing how the community can get involved.



### Citizen's Police Academy

Twice a year, the Pittsburgh Bureau of Police sponsors an opportunity for citizens in the Pittsburgh community to become closely acquainted with the roles and responsibilities of the Police Bureau. All interested persons must complete an application and give permission for the Pittsburgh Bureau of Police to conduct a background check to determine if they have a criminal record.

### Student Police Academy

Likewise, twice a year, the Pittsburgh Bureau of Police sponsors an opportunity for high school students in the Pittsburgh community to also become closely acquainted with the roles and responsibilities of the Police Bureau. The Pittsburgh Student's Police Academy (SPA) brings the police and Pittsburgh's high school community closer together in a setting that offers a sample of police training to each participant.

City of Pittsburgh Student Police Academy and/or Citizen's Police Academy contact:

JOHN TOKARSKI

DEPARTMENT OF PUBLIC SAFETY

SUITE 400 CITY-COUNTY BUILDING

404 GRANT STREET

PITTSBURGH PA 15219

412-432-8674

[john.tokarski@pittsburghpa.gov](mailto:john.tokarski@pittsburghpa.gov)

### Grants

#### 2020

- *The Police Traffic Services Grant for FY 2020*
- Total amount of the grant was \$350,024.30.
- Total amount spent was \$205,988.00.

# Programs & Projects



## 2022 Fiscal Year Grants

Department of Public Safety - Bureau of Administration					
JDE Number	Sponsor	Grant	Amount Awarded	Amount Spent	Remaining Balance
2129400216	Heinz Endowments	To support the creation of a Multicultural Liaison Unit	\$ 50,000	\$ 41,535	\$ 8,465
2129400327	Allegheny County Health Department	Public Health Diversion Program	583,536	210,920	372,616
5029400264	Buhl / PPC	Naturally Northside Grant/School Park Ranger Program 2019	11,520	—	11,520

Department of Public Safety - Bureau of Emergency Medical Services					
JDE Number	Sponsor	Grant	Amount Awarded	Amount Spent	Remaining Balance
4029400351	Office of the State Fire Commissioner	Equipment	\$ 8,993	\$ 8,993	\$ —
2229400364	PA EMS Provider Foundation	Equipment	7,267	—	7,267

Department of Public Safety - Bureau of Police					
JDE Number	Sponsor	Grant	Amount Awarded	Amount Spent	Remaining Balance
2329400120	Pittsburgh Foundation	Rocco Memorial Fund: K9 protective equipment	\$ 62,350	\$ 56,880	\$ 5,470
2329400179	PMA	Grant to purchase Police body armor	10,000	—	10,000
2329400214	Pennsylvania Auto Theft Prevention Authority	Auto Theft Prevention Grant	251,500	62,616	188,884
2329400261	Hillman Foundation	Grant to create a domestic violence unit	500,000	460,221	39,779
2329400293	PCCD	2019 Gun Violence Reduction	250,000	105,100	144,900
2329400299	USDOT	Federal Motor Safety Grant	182,803	42,543	140,260
2329400314	Everytown Fellow	Crime Analyst Position	200,000	—	200,000
2329400316	Hillman Foundation	Gun Violence Prevention Partnership with Operation Better Block	100,000	92,949	7,051
2329400346	PCCD	Youth Connections	125,090	—	125,090
2329400358	ATPA	2021 Auto Theft Prevention Grant	291,142	7,412	283,730
2329400360	PennDOT	Highway Safety	380,057	5,386	374,671

Department of Public Safety - Bureau of Fire					
JDE Number	Sponsor	Grant	Amount Awarded	Amount Spent	Remaining Balance
2529400218	Hartford Insurance Company	Public Education Grant	\$ 10,000	\$ 9,645	\$ 355
2529400291	FEMA	Assistance to Firefighters Grant - Halo Bail-Out System for every firefighter	349,527	278,103	71,424
2529400292	FEMA	Assistance to Firefighters Grant - Fire Detection System for the Hearing Impaired	952,381	227,886	724,495
2529400333	FEMA	Covid Supplemental Assistance to FF	113,711	96,775	16,936
2529400352	Office of the State Fire Commissioner	Equipment	14,999	14,999	—



## 2020 Accomplishments

### Community Outreach

- Transitioned all community meetings to virtual platforms.
- Recruited record number of participants for Students and Citizen Police Academies.
- Increased interest in Pittsburgh Police Internship Program.
- Established social media for Park Rangers.

### Nighttime Economy

- Analyzed Life at Night activity to more efficiently focus City services.
- Tripled business outreach from 2019 to 2020.
- Evaluated the state of the nighttime economy.
- Implemented COVID response.
- Facilitated improved relations between nightlife businesses and residents.
- Assisted businesses in achieving higher levels of safety.

### Park Rangers

- Awarded the Tree Pittsburgh Outstanding Community Partner Award for continual seed donations and assistance with the 5th Grade Explorers program.
- Planted 11 trees in Westinghouse Park for Earth Day.
- Published 5 Riverview Park newsletters with a distribution list of over 500 people.
- Planted 200+ trees this year while working closely with Tree Pittsburgh and the Department of Public Works.
- Led Riverview Park Full Moon Hikes and Owl Prowl Hikes.

### Special Events

- Maintained food access by adapting farmers' market program to provide a safe shopping experience during COVID-19.
- Adapted programming to align with social distancing protocols.
- Created and implemented a new drive-in movie program.
- Adjusted programming to better utilize resources.
- Reviewed and coordinated special event, block party, and film permits.

### Public Safety Facilities

- Worked with the Department of Public Works to establish and maintain a 24/7 response for Public Safety facility needs. Evaluated facility requirements by priority of



need such that health/safety requirements were immediately addressed, saving on overtime in instances that an emergency response was not required.

- Worked with the OMB and ENS to prepare and submit a grant to install equipment to evacuate hazardous fumes from vehicle bays.
- Worked with Allegheny County to ensure that the fire alerting and suppression systems within the City-County Building were functioning, with inspections kept up to date.
- Ensured that the City-County Building's x-ray machines stayed in compliance with State laws and regulations.
- Worked with the Department of Public Works to establish and use an emergency response system to sanitize Public Safety facilities that had been potentially infected by COVID-19.
- Worked with EMS to install AEDs in senior residences in the City's Northside, as sponsored by Council.
- Ensured that security personnel for the City-County Building were trained and equipped to respond to COVID-19.
- Assisted in drafting the Department's policy on facility entry protocols for COVID-19.
- Worked with the Department of Mobility and Infrastructure to ensure signage providing COVID-19 guidance developed and posted in Public Safety facilities and the City-County Building.
- Worked with the Police Pandemic Command and the Department of Public Works to convert restroom to touchless towel and soap dispensers to assist with COVID-19 mitigation.

### Public Information Office

- Increased social media footprint exponentially. Three years ago, Public Safety was virtually nonexistent on social media. Now, we can reach an audience of many tens of thousands across multiple platforms.
- Planned and launched multiple social media features aimed at humanizing Public Safety and connecting employees with the community.
- Successfully shifted focus to video production in order to better tell the story of Public Safety during the global pandemic.



## 2021 Accomplishments

### Department of Public Safety Bureau of Administration

- Partnered with Law to create a Release of Information. Without an ROI, information about clients can't be shared. This form allows the opportunity for Victim Assistance Personnel to make quick and efficient referrals while ensuring that personal information is protected.
- The Safer Together team partnered with Henry Wang of TMD Holdings to distribute more than 500,000 masks to outreach workers, churches, Pittsburgh Public Schools, senior centers, and homes.
- Partnered with Healthy Ride PGH and DOMI Safe Routes to School to develop easy park rides for users interested in exploring Pittsburgh Parks.
- Returned summer programming to near pre-pandemic levels with the reintroduction of summer concerts, Dollar Bank Cinema in the Park, and the City of Pittsburgh Richard S. Caliguiri Great Race.
- Worked with the Bureau of Police, community groups, City Council, and critical infrastructure partners to identify hot spots and crime trends to allow proactive approaches to deploy security cameras to aid in neighborhood safety, investigations, and critical infrastructure protection throughout the City.



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## Opportunities & Risks

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## Significant Milestones between 11/3/21 and 4/30/22

See 2021 Accomplishments

## Important Decisions Between 1/6/21 and 12/31/22

See 2021 Accomplishments

## Risks Ahead

See Findings section



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## Reports

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## Annual Budget Report

[https://apps.pittsburghpa.gov/redtail/images/16355\\_2022\\_Operating\\_Budget\\_-\\_November.pdf](https://apps.pittsburghpa.gov/redtail/images/16355_2022_Operating_Budget_-_November.pdf)

## 2018 Subject Resistance Annual Report (Not released in 2019, 2020 or 2021)

Pittsburgh Bureau of Police  
Use of Force Report  
Annual Review 2018

### 2018 Use of Force Review

In 2018, officers responded to 243,249 calls for service which was a 6.27% decrease when compared to 2017 (Table #1).

Table 1: Calls for Service Comparison 2017-2018			
	2017	2018	Percent Change
January	18176	19178	5.51%
February	16987	17783	4.67%
March	19431	19562	0.67%
April	19620	19533	-0.44%
May	19920	21567	8.27%
June	20564	19959	-2.94%
July	21351	21061	-1.36%
August	21501	22097	2.77%
September	20611	22296	8.18%
October	20947	21564	2.95%
November	19099	18991	-0.57%
December	18627	19568	5.05%
<b>Totals</b>	<b>236834</b>	<b>243249</b>	<b>2.71%</b>

Of the 243,249 calls, there were 537 incidents (Table #2) or 0.22% which required officers to utilize force against resisting subjects.

TABLE 2: Use of Force Incidents by Zone of Occurrence			
Location	2017	2018	% Change
Zone 1	141	133	-5.67%
Zone 2	112	107	-4.46%
Zone 3	216	123	-43.06%
Zone 4	41	55	34.15%
Zone 5	87	86	-1.15%
Zone 6	38	31	-18.42%
Other	2	2	0.0%
<b>Totals</b>	<b>637</b>	<b>537</b>	<b>-15.7%</b>

Table 7: Force Option Comparison 2017-2018			
	2017 Total	2018 Total	Percentage Change
Forcible Handcuffing	375	338	-10%
Takedowns	297	241	-19%
Taser	85	61	-28%
Personal Weapons	73	46	-37%
Other (grab, push, pull)	374	313	-16%
ODET	5	6	-20%
Neck Restraint	2	4	100%
OC Spray	17	10	-41%
Impact Weapons	11	8	-27%
Maximal Restraint	15	16	7%
Stop Sticks	3	3	0%
Canine	12	8	-33%
Firearms	0	4	400%

Total 1269 1058 -17%

[https://apps.pittsburghpa.gov/redtail/images/6790\\_Subject-Resistance-Report-Annual-Review-2018.pdf](https://apps.pittsburghpa.gov/redtail/images/6790_Subject-Resistance-Report-Annual-Review-2018.pdf)



Public Safety Technology Investment Roadmap (Oct. 2019)

Office of City Controller Audits

***Office of the City Controller Performance Audit: Department of Public Safety, Bureau of Police Secondary Employment***

[https://apps.pittsburghpa.gov/redtail/images/10227\\_Department\\_of\\_Public\\_Safety\\_Bureau\\_of\\_Police\\_Secondary\\_Employment\\_June\\_2020.pdf](https://apps.pittsburghpa.gov/redtail/images/10227_Department_of_Public_Safety_Bureau_of_Police_Secondary_Employment_June_2020.pdf)

***August 2020 Office of the City Controller Performance Audit: Department of Public Safety/Office of Special Events Department of Parks and Recreation Special Events Trust Fund (SETF)***

[https://apps.pittsburghpa.gov/redtail/images/11054\\_Special\\_Events\\_Trust\\_Fund\\_August\\_2020.pdf](https://apps.pittsburghpa.gov/redtail/images/11054_Special_Events_Trust_Fund_August_2020.pdf)

***August 2019 Office of the City Controller Performance Audit: Department of Public Safety/Bureau of Police Confiscated Narcotics Proceeds Trust Fund (CNPTF) & Imprest Fund (CNPIF)***

[https://apps.pittsburghpa.gov/redtail/images/6957\\_Bureau\\_of\\_Police\\_Confiscated\\_Narcotics\\_Proceeds\\_Trust\\_Fund\\_and\\_Imprest\\_Fund\\_August\\_2019.pdf](https://apps.pittsburghpa.gov/redtail/images/6957_Bureau_of_Police_Confiscated_Narcotics_Proceeds_Trust_Fund_and_Imprest_Fund_August_2019.pdf)



## Public Datasets & Dashboards

Public Safety Related Datasets, Data Dashboards, and Annual Report Links



### Pittsburgh Bureau of Police Crime Analysis Unit

Commander Eric Holmes, Chief of Staff



#### Public Safety Related Datasets, Data Dashboards, and Annual Report Links

The Western Pennsylvania Regional Data Center (WPRDC) houses over 300 datasets that are readily available for the public to view and utilize 24/7. Links to a few of the many Public Safety datasets are available below:

**[Police Incident Blotter \(Archive\)](#)**

The Police Blotter Archive contains crime incident data after it has been validated and processed to meet Uniform Crime Reporting (UCR) standards, published on a nightly basis.

**[Police Incident Blotter \(30 Day\)](#)**

The 30-Day Police Blotter contains the most recent initial crime incident data, updated on a nightly basis.

**[Police Officer Training](#)**

This dataset shows the time spent by currently active City of Pittsburgh police officers in professional development training.

**[Pittsburgh Police Arrest Data](#)**

Arrest data contains information on people taken into custody by City of Pittsburgh police officers.

**[Pittsburgh Police Firearm Seizures](#)**

This dataset includes counts of firearms by type seized by the Pittsburgh Bureau of Police.

**[Non-Traffic Citations](#)**

Non-traffic citations (NTCs, also known as "summary offenses") document low-level criminal offenses where a law enforcement officer or other authorized official issued a citation in lieu of arrest.

**[Allegheny County 911 Dispatches - EMS and Fire](#)**

The Allegheny County 911 center answers and dispatches 911 calls for 111 out of 130 municipalities in Allegheny County.

**[Allegheny County Jail Daily Census](#)**

A daily census of the inmates at the Allegheny County Jail (ACJ). Includes gender, race, age at booking, and current age.

**[Allegheny County Crash Data](#)**

Contains locations and information about every crash incident reported to the police in Allegheny County from 2004 to 2019.

**[Burgh's Eye View](#)**

Easily see all kinds of data about Pittsburgh – including 311 requests, building permits, code violations, and public safety incidents.

To see visualizations of these data, please visit our **[Interactive Violence Dashboards](#)** by clicking the following links:

**[Overall Trends in Violence Data](#)** – Trends in violent crime in the City of Pittsburgh, going back to 2010

**[Homicides Data](#)** – Homicides in the City of Pittsburgh, going back to 2010

**[Gun Violence Data](#)** – Trends in gun violence in the City of Pittsburgh, going back to 2010.

**[Jail Population Management Dashboard](#)** – Series of dashboards providing information about the daily jail population, Alternative Housing population, the number of bookings and releases, length of stay, health and human services or benefits usage, and justice system involvement prior to booking.

To see how crime occurs by zone, neighborhood, and among different demographics, plus much more, please visit past Pittsburgh Bureau of Police Annual Reports by clicking the following link:

**[Police Annual Reports](#)** – Annual Reports compiled each year by the Pittsburgh Bureau of Police

[https://apps.pittsburghpa.gov/redtail/images/12507\\_Public\\_Datasets\\_Dashboards\\_and\\_Annual\\_Report\\_Links.pdf](https://apps.pittsburghpa.gov/redtail/images/12507_Public_Datasets_Dashboards_and_Annual_Report_Links.pdf)



## Overdose Dashboard 2021

