

REQUEST FOR COUNCIL ACTION CITY OF SAN DIEGO				CERTIFICATE NUMBER (FOR COMPTROLLER'S USE ONLY)	
TO: CITY COUNCIL		FROM (ORIGINATING DEPARTMENT): Police Department		DATE: 2/11/2014	
SUBJECT: San Diego Police Department Recruitment and Retention Update.					
PRIMARY CONTACT (NAME, PHONE): Chief Shelley Zimmerman, 619-531-2777			SECONDARY CONTACT (NAME, PHONE): Martha Carranza, 619-531-2118		
COMPLETE FOR ACCOUNTING PURPOSES					
FUND					
FUNCTIONAL AREA					
COST CENTER					
GENERAL LEDGER ACCT					
WBS OR INTERNAL ORDER					
CAPITAL PROJECT No.					
AMOUNT	0.00	0.00	0.00	0.00	0.00
FUND					
FUNCTIONAL AREA					
COST CENTER					
GENERAL LEDGER ACCT					
WBS OR INTERNAL ORDER					
CAPITAL PROJECT No.					
AMOUNT	0.00	0.00	0.00	0.00	0.00
COST SUMMARY (IF APPLICABLE): N/A					
ROUTING AND APPROVALS					
CONTRIBUTORS/REVIEWERS:		APPROVING AUTHORITY	APPROVAL SIGNATURE	DATE SIGNED	
Liaison Office		ORIG DEPT.	Ramirez, David	02/18/2014	
		CFO			
		DEPUTY CHIEF			
		COO			
		CITY ATTORNEY			
		COUNCIL PRESIDENTS OFFICE			
PREPARATION OF:	<input type="checkbox"/> RESOLUTIONS	<input type="checkbox"/> ORDINANCE(S)	<input type="checkbox"/> AGREEMENT(S)	<input type="checkbox"/> DEED(S)	
Information Item Only					
STAFF RECOMMENDATIONS: This is an information Only Item					
SPECIAL CONDITIONS (REFER TO A.R. 3.20 FOR INFORMATION ON COMPLETING THIS SECTION)					
COUNCIL DISTRICT(S):					
COMMUNITY AREA(S):	N/A				
ENVIRONMENTAL IMPACT:	N/A				
CITY CLERK	N/A				

INSTRUCTIONS:	
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**COUNCIL ACTION
EXECUTIVE SUMMARY SHEET
CITY OF SAN DIEGO**

DATE: 2/11/2014

ORIGINATING DEPARTMENT: Police Department

SUBJECT: San Diego Police Department Recruitment and Retention Update.

COUNCIL DISTRICT(S):

CONTACT/PHONE NUMBER: Chief Shelley Zimmerman/619-531-2777

DESCRIPTIVE SUMMARY OF ITEM:

Since September 2013 when the Police Department presented their five year needs assessment to the Public Safety & Neighborhood Services Committee, the department has been providing regular updates regarding sworn and civilian staffing levels to the Committee. This is an update as of February 10, 2014

STAFF RECOMMENDATION:

This is an information Only Item

EXECUTIVE SUMMARY OF ITEM BACKGROUND:

Sworn Staffing

On February 10, 2014 the budgeted number of sworn police officers was 1977.67 and the actual number was 1854. This is a deficit of 123 officers. Included in the actual number are 35 recruits currently in the Regional Public Safety Training Institute (RPSTI) Police Academy and 53 in field training.

In FY2013, 119 officers left the Department. 15 of those left for another law enforcement agency. In addition, 51 police applicants who were given conditional job offers or were in the process of completing the background investigation to become San Diego Police Officers opted to join other law enforcement agencies.

Since the start of FY2014, 64 officers have left the Department. 7 have left for another law enforcement agency. In addition, 30 police applicants who were given conditional job offers or were in the process of completing the background investigation to become San Diego Police Officers opted to join other law enforcement agencies. We currently have an attrition rate of 8 officers a month.

Civilian Staffing

On February 10, 2014, the budgeted number of full time civilian personnel was 511.75 and the actual number was 478.25. This is a deficit of 33.5 positions. In FY2013, 33 left the Department and 1 left for another law enforcement agency. Since the start of FY2014, 21 have left the Department and 1 to another law enforcement agency.

We had one civilian who was given a conditional job offer who opted to join another law enforcement agency.

FISCAL CONSIDERATIONS: N/A

EQUAL OPPORTUNITY CONTRACTING INFORMATION (IF APPLICABLE): N/A

PREVIOUS COUNCIL and/or COMMITTEE ACTION (describe any changes made to the item from what was presented at committee): N/A

COMMUNITY PARTICIPATION AND PUBLIC OUTREACH EFFORTS: N/A

KEY STAKEHOLDERS AND PROJECTED IMPACTS: N/A

Ramirez, David

Originating Department

Deputy Chief/Chief Operating Officer