

REQUEST FOR COUNCIL ACTION CITY OF SAN DIEGO	CERTIFICATE NUMBER (FOR COMPTROLLER'S USE ONLY)
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TO: CITY COUNCIL	FROM (ORIGINATING DEPARTMENT): Police Department	DATE: 3/3/2015
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SUBJECT: SAN DIEGO POLICE DEPARTMENT RECRUITMENT AND RETENTION UPDATE

PRIMARY CONTACT (NAME, PHONE): Chief Shelley Zimmerman, 531-2700 M.S. 700A	SECONDARY CONTACT (NAME, PHONE): Sgt. Richard Metz, 531-2888 M.S. 700A
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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):

ROUTING AND APPROVALS

CONTRIBUTORS/REVIEWERS:	APPROVING AUTHORITY	APPROVAL SIGNATURE	DATE SIGNED
Liaison Office	ORIG DEPT.	Ramirez, David	03/03/2015
	CFO		
	DEPUTY CHIEF		
	COO	Chadwick, Scott	03/09/2015
	CITY ATTORNEY		
	COUNCIL PRESIDENTS OFFICE		

PREPARATION OF: RESOLUTIONS ORDINANCE(S) AGREEMENT(S) DEED(S)

THIS IS INFORMATION ITEM ONLY. NO ACTION IS REQUIRED ON THE PART OF THE COMMITTEE OR THE CITY COUNCIL.

STAFF RECOMMENDATIONS:
Informational report only.

SPECIAL CONDITIONS (REFER TO A.R. 3.20 FOR INFORMATION ON COMPLETING THIS SECTION)

COUNCIL DISTRICT(S):	
COMMUNITY AREA(S):	
ENVIRONMENTAL IMPACT:	
CITY CLERK INSTRUCTIONS:	

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

DATE: 3/3/2015

ORIGINATING DEPARTMENT: Police Department

SUBJECT: SAN DIEGO POLICE DEPARTMENT RECRUITMENT AND RETENTION UPDATE

COUNCIL DISTRICT(S):

CONTACT/PHONE NUMBER: Chief Shelley Zimmerman/531-2700 M.S. 700A

DESCRIPTIVE SUMMARY OF ITEM:

THIS IS INFORMATION ITEM ONLY. NO ACTION IS REQUIRED ON THE PART OF THE COMMITTEE OR THE CITY COUNCIL.

Since September of 2013, when the San Diego Police Department presented their five year needs assessment to the Public Safety and Liveable Neighborhoods Committee, the department has been providing regular updates regarding sworn and civilian staffing levels to the Committee. This is an update as of September 8, 2014.

STAFF RECOMMENDATION:

Informational report only.

EXECUTIVE SUMMARY OF ITEM BACKGROUND:

Sworn Staffing

On March 2, 2015 the budgeted number of sworn police officers was 2013 and the actual number was 1869. This is a deficit of 144 officers. Included in the actual number are 81 recruits currently in the Regional Public Safety Training Institute (RPSTI) Police Academy and 47 in field training.

In FY2014, 162 officers left the Department. A minimum of 17 of those 162 left for another law enforcement agency. In addition, 46 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 FY2015, 102 officers have left the Department. A minimum of 19 have left for another law enforcement agency. In addition, 27 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 11 officers a month.

Civilian Staffing

On March 2, 2015, the budgeted number of full time civilian personnel was 526.75 and the actual number was 478.25. This is a deficit of 48.50 positions. In FY2014, 61 left the

Department and a minimum of 6 left for another law enforcement agency. Since the start of FY2015, 41 have left the Department and a minimum of 2 to 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

Chadwick, Scott
Deputy Chief/Chief Operating Officer