

REQUEST FOR COUNCIL ACTION CITY OF SAN DIEGO				CERTIFICATE NUMBER (FOR COMPTROLLER'S USE ONLY)	
TO: CITY COUNCIL		FROM (ORIGINATING DEPARTMENT): Police Department		DATE: 6/11/2015	
SUBJECT: San Diego Police Department Recruitment and Retention Update					
PRIMARY CONTACT (NAME, PHONE): Chief Shelley Zimmerman ,619-531-2777 MS 700			SECONDARY CONTACT (NAME, PHONE): ,		
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	06/11/2015	
		CFO			
		DEPUTY CHIEF			
		COO	Chadwick, Scott	06/24/2015	
		CITY ATTORNEY	Peter, Linda	06/17/2015	
		COUNCIL PRESIDENTS OFFICE			
PREPARATION OF:	<input type="checkbox"/> RESOLUTIONS	<input type="checkbox"/> ORDINANCE(S)	<input type="checkbox"/> AGREEMENT(S)	<input type="checkbox"/> DEED(S)	
This is an information item only. No action is required on the part of the committee or the city council.					
STAFF RECOMMENDATIONS: This is an Information item 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: 6/11/2015

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 MS 700

DESCRIPTIVE SUMMARY OF ITEM:

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 since March 3, 2015.

STAFF RECOMMENDATION:

This is an Information item only.

EXECUTIVE SUMMARY OF ITEM BACKGROUND:

Sworn Staffing

On June 1, 2015, the budgeted number of sworn police officers was 2013 and the actual number was 1870. This is a deficit of 143 officers. Included in the actual number are 81 recruits currently in the Regional Public Safety Training Institute (RPSTI) Police Academy and 69 in field training.

Since the start of FY2015, 136 officers have left the Department. A minimum of 21 have left for another law enforcement agency. In addition, 37 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.

The new 5 year contract between the San Diego Police Officers Association and the City that begins July 1, 2015 will greatly assist our efforts to recruit the very best officer and to retain our experienced officers on our Department. It is anticipated with this contract our current attrition rate of 12 officers a month will be reduced over the coming years.

Civilian Staffing

On June 1, 2015, the budgeted number of full time civilian personnel was 526.75 and the actual number was 482.25. This is a deficit of 44.50 positions. In FY2014, 62 left the Department and a minimum of 6 left for another law enforcement agency. Since the start of FY2015, 57 have left the Department and a minimum of 3 to another law enforcement agency.

CITY STRATEGIC PLAN GOAL(S)/OBJECTIVE(S):

Goal #1: Provide high quality public service.

Objective #1: Promote a customer-focused culture that prizes accessible, consistent, and predictable delivery of services.

Goal #2: Work in partnership with all of our communities to achieve safe and livable neighborhoods.

Objective #1: Protect lives, property, and the environment through timely and effective response in all communities.

Objective #2: Reduce and prevent crime.

Objective #4: Foster services that improve quality of life.

FISCAL CONSIDERATIONS: None

EQUAL OPPORTUNITY CONTRACTING INFORMATION (IF APPLICABLE): NA

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

COMMUNITY PARTICIPATION AND PUBLIC OUTREACH EFFORTS: NA

KEY STAKEHOLDERS AND PROJECTED IMPACTS: NA

Ramirez, David

Originating Department

Chadwick, Scott

Deputy Chief/Chief Operating Officer