



THE CITY OF SAN DIEGO  
**REPORT TO THE CITY COUNCIL**

DATE ISSUED: April 2, 2013 REPORT NO. 13-31  
ATTENTION: Public Safety and Neighborhood Services Committee  
Agenda of April 10, 2013  
SUBJECT: San Diego Police Department Recruitment and Retention Update

**SUMMARY**

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

**BACKGROUND**

On July 10, 2012, the San Diego Police Department presented their Five-Year Plan (Report #12-087) to the Public Safety and Neighborhood Services Committee. This is an update to that report regarding their sworn and civilian staffing levels.

**DISCUSSION**

**Sworn Staffing**

On April 1, 2013 the budgeted number of sworn police officers was 1969.50 and the actual number was 1841. This is a deficit of 128.5 officers. Included in the actual number are 60 recruits currently in the Regional Public Safety Training Institute (RPSTI) Police Academies.

Since the start of FY2013, 84 police officers have left the Department. Eleven of those 84 left the Department for other law enforcement agencies. In addition, 40 police applicants who were given 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. Currently the Department has an attrition rate of 8 officers a month.

**Civilian Staffing**

On April 1, 2013, the budgeted number of full time civilian personnel was 504.75 and the actual number was 450.25. This is a deficit of 54.5 positions. Since the start of FY2013, 24 civilian personnel have left the Department and none to other law enforcement agencies.

CONCLUSION

The San Diego Police Department continues to vigorously recruit and retain both sworn and civilian personnel. However, staffing challenges remain even with these efforts.

Respectfully submitted,

*Shelley Zinn — For Chief William Lansdowne*

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William M. Lansdowne  
Chief of Police