

THE CITY OF SAN DIEGO
REPORT TO THE CITY COUNCIL

DATE ISSUED: September 26, 2013

REPORT NO. 13-077

ATTENTION: Public Safety and Neighborhood Services Committee
Agenda of October 9, 2013

SUBJECT: San Diego Police Department Recruitment and Retention Update

SUMMARY

This is an information item.

BACKGROUND

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

DISCUSSION

Sworn Staffing

On September 23, 2013 the budgeted number of sworn police officers was 1977.67 and the actual number was 1842. This is a deficit of 135 officers. Included in the actual number are 55 recruits currently in the Regional Public Safety Training Institute (RPSTI) Police Academies and 28 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, 29 officers have left the Department. 3 have left for another law enforcement agency. In addition, 10 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 10 officers a month.

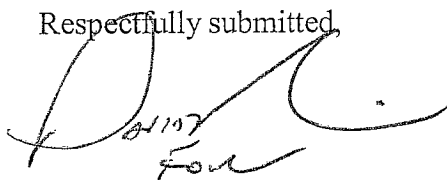
Civilian Staffing

On September 23, 2013, the budgeted number of full time civilian personnel was 511.75 and the actual number was 479.25. This is a deficit of 32.5 positions. In FY2013, 33 left the Department and 1 left for another law enforcement agency. Since the start of FY2014, 4 have left the Department and none to another law enforcement agency.

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,



EX. ASST. CHIEF

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Chief of Police