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City Manager's Office

Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Christopher M. Moore

SUBJECT: POLICE STAFF ALLOCATION

DATE: November 13, 2012

Approved

Date

11/13/12

INFORMATION

On October 18, 2012, the Public Safety, Finance & Strategic Support Committee requested the Police Department provide a report indicating how staffing resources are allocated.

The Police Department, as with other city departments, has been managing with a reduced workforce due to budget reductions. While previous budget reductions focused mostly on reducing sworn and civilian positions in every sector other than patrol or special operations, the recent cuts forced the Department to find ways to reorganize operationally to maintain its core services in the field operations sector. As changes were implemented, staff acknowledged that there would be unexpected changes in demands for services and expressed the need for flexibility to address these impacts as they evolved. The overarching goal of these changes has been and continues to be ensuring that core services are provided in patrol.

Limited staffing resources continue to challenge how sworn staff is deployed throughout the Department. Furthermore, with an increase in sworn attrition, largely due to unanticipated resignations, and the lengthy hiring and training process for officers to be street-ready, the Department has not been able to maintain adequate staffing levels. Overtime has been utilized to backfill staff and increase patrol resources with suppression activity to offset the low staffing levels.

The chart below is the current deployment of sworn and civilian staff by functional area. Police authorized staffing level is 1109 for sworn and 441.37 for civilians; however, due to vacancies, actual staffing levels are currently 1094 and 374.87, respectively. It is important to note, the 1094 sworn staffing level includes 15 officers currently in the Field Training Officer program who will not be street-ready until January 2013; and 44 recruits in the Academy who will not be street-ready until June 2013. Further impacting available staffing is the number of staff on modified duty or disability. Currently, there are a total of 57 sworn members on the department on modified duty or disability who are not available for full duty, bringing the actual number of available sworn officers to 978. Thus, out of the 978 sworn officers currently available for full duty, approximately 70% of available staff is deployed to patrol and special operations to respond to calls for service

and reduce crime and victimization and approximately 17% of available staff is deployed to investigations.

**Police Sworn Staff Allocation by Functional Area
as of November 7, 2012**

Functional Area	Sworn Authorized (Budgeted) Positions	Actual Sworn Staff Allocation	Less Modified & Disability	Less FTO & Recruits	Total Sworn (Full Duty) Allocation
Patrol	672	634	(51)		583
Special Ops	123	98	(2)		96
Airport	11	11	0		11
Schools & Crime Prevention	9	8	(1)		7
BFO Support	11	13	(1)		12
Training/Academy	38	90	0	(59)	31
Persons Crimes	139	130	0		130
Property Crimes	51	35	(1)		34
Administration	45	62	(1)		61
Operational Support	10	13	0		13
Total	1109	1094	(57)	(59)	978

**Police Civilian Staff Allocation by Functional Area
as of November 7, 2012**

Functional Area	Civilian Authorized (Budgeted) Positions	Total Actual Civilian Allocation
Patrol	0	0
Special Ops	1	1
Airport	0	0
Schools & Crime Prevention	39	37.87
BFO Support	9	8
Training/Academy	2	8
Persons Crimes	16	13.5
Property Crimes	12	11
Administration	62	52
Operational Support	301	243.5
Total	441	374.87

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The Department continues to analyze trends in demand for services and staffing to determine the appropriate deployment of resources. As we move through this year, further adjustments may be needed in order to account for further attrition and changes in service demands.

/s/

Christopher M. Moore

Chief of Police

CMM:LP