



Memorandum

TO: MAYOR REED

FROM: Councilmember Rose Herrera

SUBJECT: BUDGET DOCUMENT

DATE: 5/21/14

Approved

Rose Herrera mg

Date

5/21/14

RECOMMENDATION

That the following recommendation be enacted.

Funding for exit and retention interviews

Proposal

Program/Project Title: Change Management SJPD Human Resources Funding

Amount of City Funding Required: \$89,964

Fund Type (i.e. General Fund, C&C funds, etc.): General Fund

Proposal Description, including anticipated outcomes (describe how change would affect services for San José residents, businesses, community groups, etc.):

Through better exit interviews we can get a better understanding of why SJPD officers leave. By interviewing officers who stay, we can improve our recruiting. By looking at the best practices in the private sector to develop methodology, we will gain a better understanding why the officers who stay in the SJPD, in particular the newly recruited officers coming out of the police academy, stay and succeed in our police department. We can use those data to create a targeted recruiting effort aimed at recruiting for traits, qualities, and attitudes that more closely represent the culture and expectations of SJPD for service to our community.

Funding Source

X Essential Services Reserve (\$2 million)

Other (Program/Project/Fund):

Department or Organization: SJPD Human Resources

Department or Organization Contact (list contact information for the individual that certified cost estimates contained within your recommendation):

Name: Alex Gurza

Phone number: 4085358155

E-mail address: alex.gurza@sanjoseca.gov

This change is:

One-time Ongoing

The City Service Area to which the change best relates:

- Community and Economic Development Services
- Environmental and Utility Services
- Neighborhood Services
- Public Safety
- Strategic Support
- Transportation and Aviation Services