



# Memorandum

**TO:** MAYOR LICCARDO

**FROM:** Councilmember Raul Peralez

**SUBJECT:** BUDGET DOCUMENT

**DATE:** May 20, 2015

Approved 

Date 5/20/15

## RECOMMENDATION

That the following recommendation be enacted.

### Proposal

Program/Project Title: Funds to Support Police Recruitment & Retention

Amount of City Funding Required: \$2.03M

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

This change is:

- One-time
- Ongoing

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

I was very pleased to see public safety as one of the top priorities in our most recent draft budget. I appreciate the efforts of Mayor Liccardo to push to find creative approaches to provide safety services to our residents and ensure we live in the safest city possible. I welcome solutions like Community Service Officers that can allow our police officers to focus on the highest priority cases in our city. However, our focus should continue to be on both restoring and retaining our police department, and on creating a competitive platform that attracts the best candidates in the area. So, we must address this crisis with as much seriousness as sensitivity to its complexity.

The current budget proposal allocates almost \$7 Million, redirected from the Police Department Staffing and Operations Reserve, to cover upcoming expenses. I respectfully request that \$2,030,000 of those allocations instead be taken from the General Fund including the following line items in order to accommodate both future retention and recruitment efforts in the police department:

- Mobile Data Computers (\$1.18 Million);
- Police Fleet Management System (\$400,000);
- PAB-Employee Parking Lot Perimeter Fencing (\$300,000); and
- 9-1-1 Phone System Replacement (\$150,000).

As City leaders, we need to take responsibility for our role in contributing to a mass exodus of our force due to our inability to provide a competitive wage, a culture of appreciation for public service employees, and a competitive retirement package. Exhibit A demonstrates the number of departures from SJPD over the last several years, reflecting far too many losses. Our force continues to be outpaced by surrounding Bay Area agencies. One example can be viewed in Exhibit B through Santa Clara Sheriff Laurie Smith's authorization of compensation increases over next several years that accumulate to 25.5%.

As we work to find compromise and resolution, we must create a working environment that will keep our employees motivated and proud to serve in a City that demonstrates an appreciation for their service by passing a budget that reflects the values of leaders who walk the talk. Maintaining a competitive salary is one key component of that necessity, and depleting our staffing and operations reserve too soon could present a problem in the near future.

**Exhibit A. San Jose Police Department Exodus**

	2011	2012	2013	2014	2015
<b>Resignations</b>	70	69	83	75	74*
<b>Retirements</b>	69	37	35	42	65**
<b>Total loss</b>	139	106	118	117	137

\*Four-year average

\*\*Projected/eligible retirements

**Exhibit B. Santa Clara County Sheriff's Department Compensation Package**

<i>Sept. 2014</i>	<i>5% Retro (extra 0.5% for SGTs)</i>
Feb. 2015	2% Retire Health Care Drop
July 2015	3.5%
Sept. 2015	3%
Sept. 2016	3%
Sept. 2017	3%
Sept. 2019	3%
<b>Total</b>	<b>25.5% increase (27% compounded)</b>

**Funding Source**

Essential Services Reserve: \$2.03 million

Other (Program/Project/Fund):

Department or Organization: CMO Budget Office

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

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