



DATE: January 22, 2019

CATEGORY: Consent

DEPT.: Police

TITLE: **Increase Appropriations in the Police Department for Organizational Staffing Study Consultant**

RECOMMENDATION

Increase appropriations not to exceed \$80,000 in the Police Department budget for recruiting and hiring a consultant to complete a comprehensive organizational staffing study on the essential operations of the Police Department. (Five votes required)

BACKGROUND

On June 19, 2018, the City Council held a Study Session to discuss population growth and public service levels and supported various next steps recommended by staff. One next step was to undertake the Fire and Emergency Response Study that had been identified as an implementation item in the North Bayshore Precise Plan. At the Study Session, staff suggested this should also include a review of Police staffing to evaluate the allocation of Police resources to ensure the most effective deployment and potential future staffing needs for the Police Department. The intent during the Study Session was to include these essential safety service staffing studies as part of the 2019-20 and 2020-21 Council Goal-Setting process.

Since that time, at its meeting on December 12, 2018, the City Council approved a study to update the feasibility of remodeling or replacing the Police/Fire Administration Building. An organizational staffing study would serve to better inform the plans for this feasibility study. The last Police staffing studies or management audits were conducted internally in 2006 and formally by an outside consultant in 1996.

ANALYSIS

Since the last two staffing studies, Police Officer roles and responsibilities have grown increasingly complex. Not only are the needs of our community changing, our City is growing in residential and commercial population along with adding schools and services, which could impact existing policing resources and service-level capacity. As

noted in the June 19, 2018 Council report, based on projects under review at that time, it was estimated that the residential population could reach approximately 130,000, and the daytime population could reach approximately 162,000 by 2023. Although population does not necessarily determine the number of Police Officers necessary for any community, it would be prudent to evaluate service needs based on these growth projections to adequately plan for potential future staffing needs.

In addition, the study will provide not only an overall evaluation of the allocation and deployment of resources specifically dedicated to the Field Operations Division (patrol) using data-driven analysis to identify workload, it will also evaluate overall staffing levels based on the City's growth projections, service levels, and give expert analysis regarding the alternatives to deploy resources to effectively and efficiently provide municipal police services for the City.

FISCAL IMPACT

Based on estimates from other Santa Clara County police departments' previous organizational staffing studies, as well as two informal estimates received by firms who intend to submit a proposal, staff is requesting that Council appropriate \$80,000 from the City's General Fund to the Police Department's Operating Fund Budget.

ALTERNATIVES

1. Decline the appropriations for a professional organizational staffing study.
2. Appropriate funds in an amount different than the reimbursed amount.

PUBLIC NOTICING – Agenda posting.

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