

Your

**PUBLIC SAFETY and  
PERSONNEL COMMITTEES**

**report as follows:**

PUBLIC SAFETY REPORT and COMMUNICATION FROM CHAIR, PERSONNEL COMMITTEE relative to Police Department hiring and attrition triggers.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. ADOPT Modified Hiring Plan A, as contained in Attachment 1 of the City Administrative Officer (CAO) report to the Mayor and Council dated December 11, 2009 (attached to the Council file), which is consistent with the Mayor and Council action to hire to attrition with a base of 9,963 officers and projects attrition based on current trends.
2. ADOPT the following police officer hiring formula:

If projected sworn deployment, based on the CAO's analysis, falls 20 or more below the Council authorized deployment target, currently set at 9,963 officers, in a pay period in which a class is currently scheduled to begin, the Police Department will be authorized to hire a class, up to 45, to return projected deployment in the same pay period to 9,963. If projected deployment is less than 20 below the Council authorized deployment target, currently set at 9,963 officers, in a pay period in which a class is currently scheduled to begin, the Police Department will defer the class.
3. DIRECT the CAO to issue a monthly report that determines if new classes are needed and at what size based on the aforementioned formula.
4. DIRECT the Police Department to hire all future classes to meet actual attrition by the end of the fiscal year, consistent with the hiring formula, and fill the remaining training slots with recruits from airports, port and/or other police departments and receive full reimbursement for all costs.

Fiscal Impact Statement: The CAO reports that adopting Modified Hiring Plan A will increase the Police Department's Reserve Fund obligation by \$4,123,905.

Community Impact Statement Submitted: None

**SUMMARY**

In the December 11, 2009 report to the Mayor and Council, the CAO presents Modified Hiring Plan A, as stated above. This formula is based on the following parameters:

- Hire a class of 21 on January 4, 2010.
- Revise attrition projections through the end of the fiscal year to two-thirds of original plan.

- Determine class size each deployment period based on catching up to 9,963 with each class.
- If less than 20 hires are needed to reach 9,963, no class will be hired.
- Finish pay period 26 at 9,963.

The CAO reports that Modified Hiring Plan A complies with all of the above parameters, with one exception caused by the calendar: the last class (hired in pay period 25) puts the number above 9,963 because that class needs to cover the pay period 26 attrition in order to finish the year at 9,963. The CAO recommends approval of this hiring formula.

At their joint meeting held December 7, 2009, the Public Safety Committee and the Chair, Personnel Committees discussed this matter with representatives of the CAO and the Police Department. At this time, the Police Department representative expressed support for the CAO's proposed hiring plan. The Public Safety Committee and the Chair, Personnel Committee recommended that Council approve the CAO's recommended hiring plan and other recommendations, as amended to direct the Police Department to hire all future classes to meet actual attrition by the end of the fiscal year.

Respectfully submitted,

PUBLIC SAFETY  
COMMITTEE

PERSONNEL  
COMMITTEE

**- NOT OFFICIAL UNTIL COUNCIL ACTS -**

<u>MEMBER</u>	<u>VOTE</u>
SMITH:	YES
CARDENAS:	YES
PERRY:	ABSENT
REYES:	ABSENT
ZINE:	YES

<u>MEMBER</u>	<u>VOTE</u>
ZINE:	YES
KORETZ:	ABSENT
PARKS:	ABSENT

JAW  
09-0600-s142\_rpt\_ps\_12-14-2009