



City Council

March 21, 2023

Temporary Recruitment Bonus



Purpose

- Sworn staffing levels down 30%
- Impact on public safety
- Impact on service delivery
- Employee burnout
- Steering committee recommendations



Consistent Decrease in Staffing

Year	Authorized Sworn	Actual Filled	Deficit	Percent
2009	92	89	-3	-3%
2010	92	88	-4	-4%
2011	88	81	-7	-8%
2012	88	81	-7	-8%
2013	88	83	-5	-6%
2014	88	84	-4	-5%
2015	88	78	-10	-11%
2016	88	78	-10	-11%
2017	88	77	-11	-13%
2018	88	78	-10	-11%
2019	88	75	-13	-15%
2020	88	69	-19	-22%
2021	88	67	-21	-24%
2022	88	73	-15	-17%
2023 (March YTD)	88	64	-24	-27%



Consistent Decrease in Staffing

Reason	Total
Service retirement	4
Industrial disability retirement	10
Left the police profession	6
Left APD to go to another police agency	4
Unsuccessful completion of training	1
Employment terminated by APD	2
Total Separations	27



Hiring Challenges

- Affordability
 - Expensive housing prices in Bay Area make profession less attractive, especially in inner core
- Full-time and in-person shift work
 - Competing with remote work opportunities
- Perceived stigma
 - Police profession as a whole at risk



Challenges Throughout the Profession



Subscribe Sign In e chief in Virginia

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ABC7 News
abc7news.com

San Francisco Police Dept. grapples
with losing 100 officers a year amid ...

Apr 14, 2022 — On average, 100
officers are either retiring, resigning,
or being terminated from the
department each year, according to a
report released ...



KRON4

<https://www.kron4.com> bay-area

'Exodus' of police officers leaving San
Jose, union says

Aug 10, 2022 — "Our department is flatlining, and we
need our leaders to act now to resuscitate the SJPd,"
union president Sean Pritchard said.



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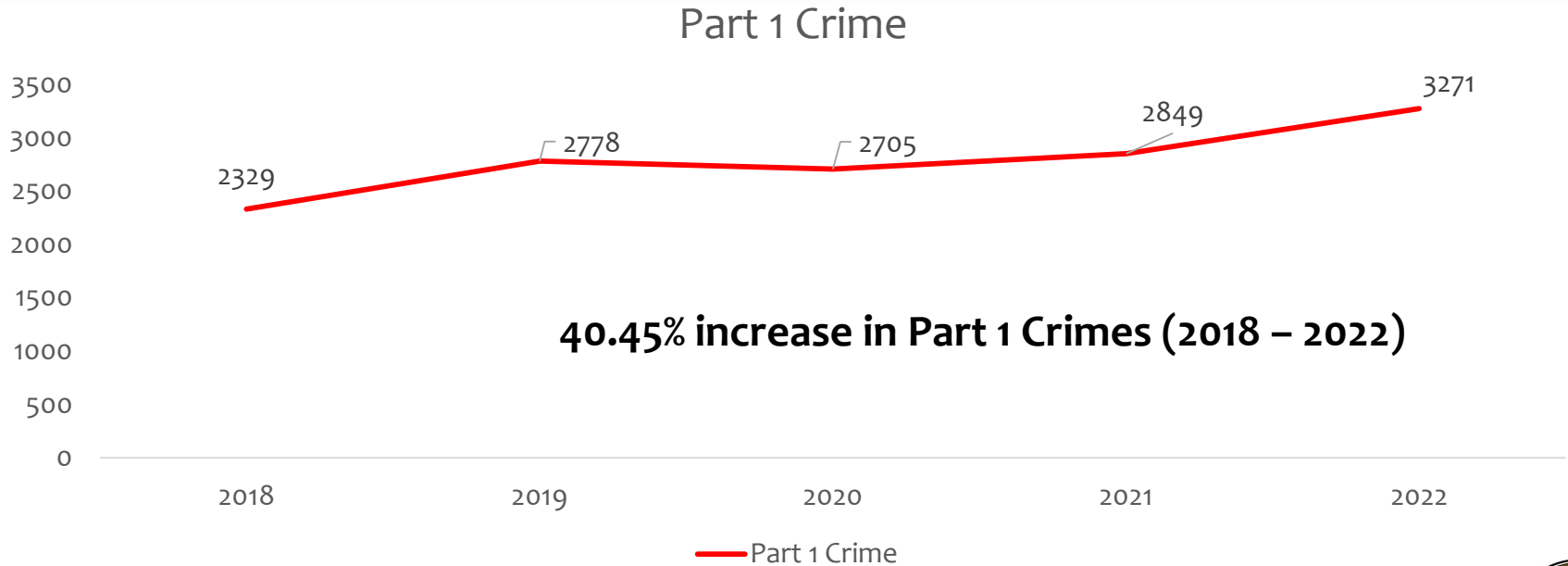
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faster

Concerns about Crime Are Up, Views of Police Are Down

6



Crime



Past programs

- 2017
 - Matched salaries/benefits of competition
- 2019
 - Added \$30,000 signing bonus for lateral officers
 - Only one lateral officer recruited



Incentive Program Comparison

Agency	Incentive
Chico	\$40,000 (Lateral Police Officer only)
Antioch	\$40,000 (Lateral Police Officer only)
Pittsburgh	\$15,000 (Lateral Police Officer only)
Palo Alto	\$25,000 (Lateral Police Officer) and \$10,000 (Entry Level)
Alameda County Sheriff	\$12,000 (Lateral Police Officer) and \$10,000 (Entry Level)
Beverly Hills	\$15,000 – \$20,000 (Lateral Police Office only)
Hermosa Beach	\$30,000 (Lateral Police Office only)
Inglewood	\$40,000 (Lateral Police Office only)
Los Angeles	\$24,000 towards rent (Lateral and Entry Level Police Officer only)
Redding	\$10,000 – \$40,000 (Lateral Police Office only)



Community Feedback on Performance and Crime

How satisfied are you with the professionalism of the Alameda Police Officer that you spoke with?

Officer was s

Alameda is not as safe as it was 10 years ago.

ned. Thank you!

Overview

THAT YOU SPOKE WITH?

021 - 03/18/2023

Export Data

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Can I

interact

I just want my kids to be safe

Thank you all Alameda police officers

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TOTAL MESS

Thanks so muc

We need more police presence because of inflated crime & dangerous drivers.

rd diligent.

SURVEY COMPLETION RATE

23%

HOW SAFE DO YOU FEEL LIVING / BEING IN THE CITY
OF ALAMEDA?

5/16

8/24

12/02

3/12

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Always a great job by APD. Our dedicated and professional cops help make this such a great town.

3.79

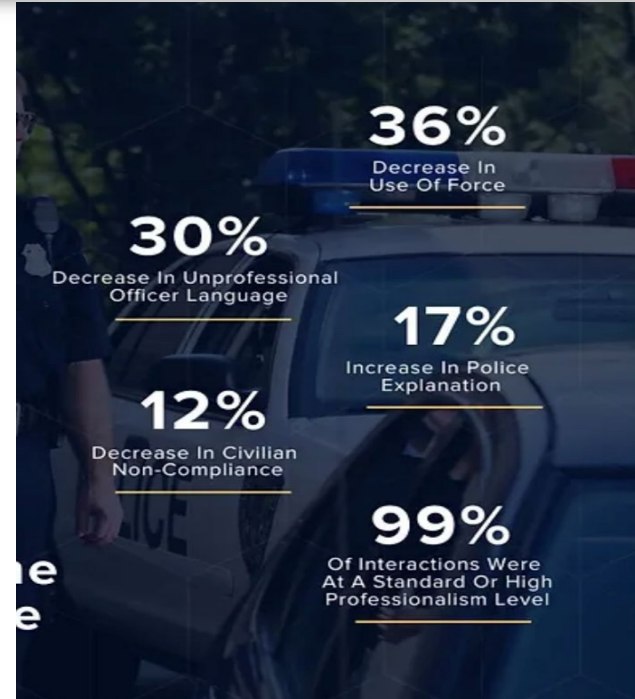
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Accountability

- More oversight technology since January 2022
- Study findings
- Increased training by over 10 times
- Closer supervision
- Risk Management Boards



Proposed Temporary Recruitment Program

- \$75,000 recruitment bonus for both Lateral Officers, Entry Level and Academy Graduates **using existing funds** until 88 sworn officers reached
 - \$25,000 paid upon being sworn in
 - \$50,000 paid upon completing field training with commitment of 5 years
 - Priority given to Lateral Officers to save on cost of acad



Program Benefits

- Create a “sparked interest” that puts APD at forefront of recruitment
- Attract significant interest and large pool, allowing Alameda to attract the best and to diversify
- Help incentivize officers to live closer to work by providing upfront resources
- Provide greater geographic and concentrated coverage, traffic enforcement and community policing, if successful



Recommendation & Next Steps

- Adopt Resolution Establishing a Temporary Recruitment and Hiring Incentive Policy of \$75,000 for Lateral, Academy Graduate and Entry Level Police Officers through Use of Existing Salary Savings
- Explore retention bonuses for existing Officers as part of Biennial Budget



Questions

