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%**

Alameda

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

USA TODAY

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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.
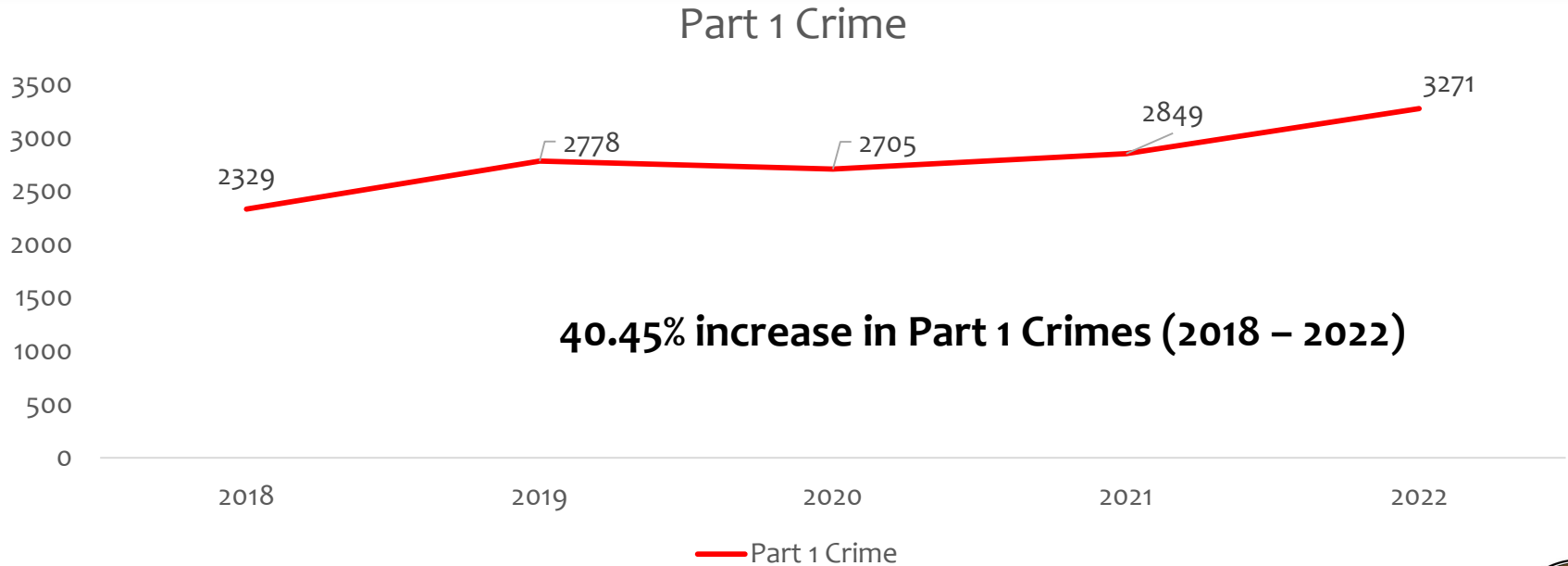
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Concerns about Crime Are Up, Views of Police Are Down

Crime

Part 1 Crime

40.45% increase in Part 1 Crimes (2018 – 2022)

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 s̶ ̶ 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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I just want my kids to be safe

TOTAL MESSA̶

Thanks so muc̶ We need more police presence because of inflated crime & dangerous drivers. ̶d 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.
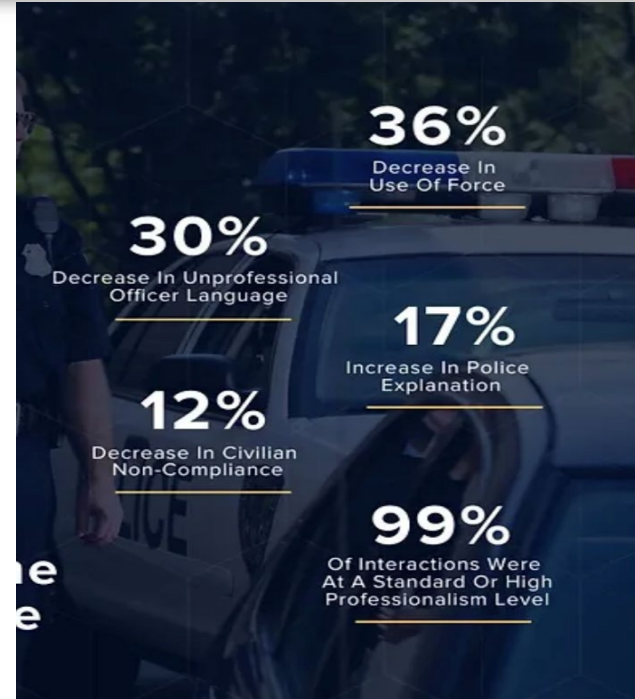
3.79
OF 5

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Accountability

- More oversight technology since January 2022

- Study findings

- Increased training by over 10 times

- Closer supervision

- Risk Management Boards

36% Decrease In Use Of Force

30% Decrease In Unprofessional Officer Language

17% Increase In Police Explanation

12% Decrease In Civilian Non-Compliance

99% Of Interactions Were At A Standard Or High Professionalism Level

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