

SEATTLE POLICE DEPARTMENT MEMORANDUM

TO: Mark Baird
Council Central Staff

DATE: March 24, 2015

FROM: Mike Fields
Human Resources Director

SUBJECT: Sworn Hiring and Staffing – 2014 Year-End Update

Attached, please find the Seattle Police Department's year-end sworn hiring and patrol staffing update through December 31, 2014, and staffing projections through 2015.

2014 Hiring and Projections Through 2015

Each fiscal year, the Department seeks to fully staff our sworn positions at Council's funded FTE level. There are a number of factors that can impede SPD's ability to achieve its hiring goals, such as declines in available recruits or lateral hires, background check failures or backlogs, increases in sworn separations or cancelation of State Academy classes.

SPD's hiring plan in 2014 anticipated hiring 70 new recruits and 7 laterals, for a total of 77 new hires during the course of the year. By year end, the Department successfully met that goal by enrolling 68 recruits into the academy and hiring 12 laterals. However, due to unanticipated attrition the Department fell 12 positions short of achieving an average sworn staffing level of 1,349. By year's end the Department had filled 1,355 of the 1,361 funded sworn positions available, a shortage of 6 positions.

Table 1 below summarizes the sworn position count by quarter in 2014.

Table 1: Summary of Staffing by Quarter

	Q1	Q2	Q3	Q4	Annual Average
Fully Trained Officers	1265	1263	1273	1297	1273
Student Officers	44	49	43	33	43
Sworn Officers	1309	1312	1316	1330	1316
Recruits in Academy (Counted as 0.75 FTE)	28	26	31	33	28
Filled	1330	1332	1339	1355	1337
Funded	1344	1345	1349	1361	1349

The 2015 Adopted Budget adds a total of 13 new sworn positions with staggered funding to balance attrition hiring with the gradual expansion of the force. By the end of 2015, SPD anticipates having

1,374 funded sworn positions. The Department's 2015 hiring plan anticipates hiring 77 new recruits and 13 laterals to replace an estimated 58 separating officers and to hire officers above the level of attrition to fill funded positions, including the 13 positions that were added in the 2015 Adopted Budget. The Department has coordinated with the Criminal Justice Training Academy to ensure adequate slots during the course of the year to meet our hiring goal.

911 Patrol and Neighborhood Policing Plan Metrics and Goals

The attached Precinct Staffing Table provides a breakdown of the Department's precinct staffing. At the end of the fourth quarter, the Department had 516 Neighborhood Policing (911 response) officers, an increase of 12 officers from 2013 year end data. The overall patrol number, including 911 officers, proactive foot beats, bikes, Anti-crime Teams, Community Police Teams, etc., is at 645, up 11 from 2013 year end data.

The Department expects 77 recruits and 13 laterals to enter field training in 2015 and is exploring the return of officers to patrol from other areas of the Department as appropriate. In addition to these efforts the Department has contracted with Berkshire Advisors to prepare a staffing and deployment study in response to the Council's request that the Department review the size of the patrol force, the appropriate balance and division of responsibility between patrol and non-patrol functions and the appropriate staffing level for special events. Data collection for the review is underway and the Department expects to receive a report by the end of June. Going forward into 2015 this review will be instructive as the Department makes staffing and deployment decisions.

The Department continues to monitor its Neighborhood Policing Plan (NPP) response time and proactive time measurements. As of January 26, 2015, the citywide officer response time for 2014 averaged 7.6 minutes. Available proactive time was measured at 31.8%. Officer-initiated on-views, which are another form of proactive policing, came in at 6.5% of officer time.

Should you have any questions regarding the memorandum or the attachments, please do not hesitate to contact me.