

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: RAINER NAVARRO, POLICE CHIEF  
POLICE DEPARTMENT  
PAM LORENCE, ADMINISTRATIVE SERVICES OFFICER  
SUBJECT: SANTA ROSA POLICE DEPARTMENT STAFFING

AGENDA ACTION: NO ACTION REQUIRED

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RECOMMENDATION

It is recommended by the Police Department that the City Council hold a Study Session to receive a report on department staffing, including a department-wide analysis of historical staffing trends.

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EXECUTIVE SUMMARY

The staffing in the Police Department has changed significantly in the last 15 years, with an overall reduction of 27 positions since the highest point in 2006; 13 of which were sworn positions and 14 civilian. In just the last two years, the department was reduced by 12 positions-8 civilian and four sworn. During this same period, the population has continued to grow, increasing by over 13%, and the calls for service have increased by 10%. This has had a significant impact on the services that can be provided to the community and has continued to be a challenge for the department to balance the needs of the community with the resources available.

BACKGROUND

The staffing in the Police Department has been reduced over the last several years while the calls for service and population continue to increase. The Police Department contracted with a vendor, Etico Solutions Incorporated, to conduct a staffing analysis several times; the most recent study was completed in 2018 for the patrol teams and 2015 for the 911 communications center. These studies showed that staffing levels at the time of the report were insufficient.

The Police Department is responsible for the safeguard of lives and property, the preservation of constitutional rights, and the maintenance of the quality of life to promote safe and secure neighborhoods for the residents of Santa Rosa. The

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department responds to a wide range of calls for service and provides numerous community support and outreach programs to promote police/community partnerships.

The department responds to natural disasters and large-scale incidents, including fires, riots and the pandemic, all of which have a significant impact on our staff. The department cannot continue this level of response with the loss of staff year over year.

With the continued reduction in staffing, losing 12 positions in the last two years, the department is reaching a critical point and required to begin making difficult decisions about the priorities of the community, City and department.

### PRIOR CITY COUNCIL REVIEW

Not Applicable

### ANALYSIS

The 2018 staffing study analyzed the patrol teams' staffing and recommended bringing the total sworn positions to 185 immediately and 188 by 2022. The department is currently approved for 177 sworn positions, three of which are frozen due to budget constraints. This study did not consider the investigative units that the department has had to "borrow" from to meet patrol needs.

The 2015 staffing study included an analysis of the 911 communications center; a recommendation was made to increase the staffing to 28 dispatchers and four supervisors. The department currently has 23 dispatchers and three supervisors and requires an average of 460 hours of overtime per dispatcher each year to maintain the necessary staffing levels.

These recommended staffing levels do not consider officers and dispatchers in the training program or out on leave due to a work-related injury, which are counted in the total budgeted staff positions. The department is continually recruiting for officers and dispatchers due to the extended training period and high turn-over for these positions and anticipates a large number of retirements/separations in the coming year.

### FISCAL IMPACT

Approval of this action does not have a fiscal impact on the General Fund.

### ENVIRONMENTAL IMPACT

The proposed action is exempt from the provisions of the California Environmental Quality Act (CEQA) under section 15061(b)(3) and 15378 in that there is no possibility that the implementation of this action may have significant effects on the environment, and that no further environmental review is required.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Public Safety Subcommittee on November 19, 2020; no recommendation.

NOTIFICATION

Not applicable

ATTACHMENTS

Not Applicable

CONTACT

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