

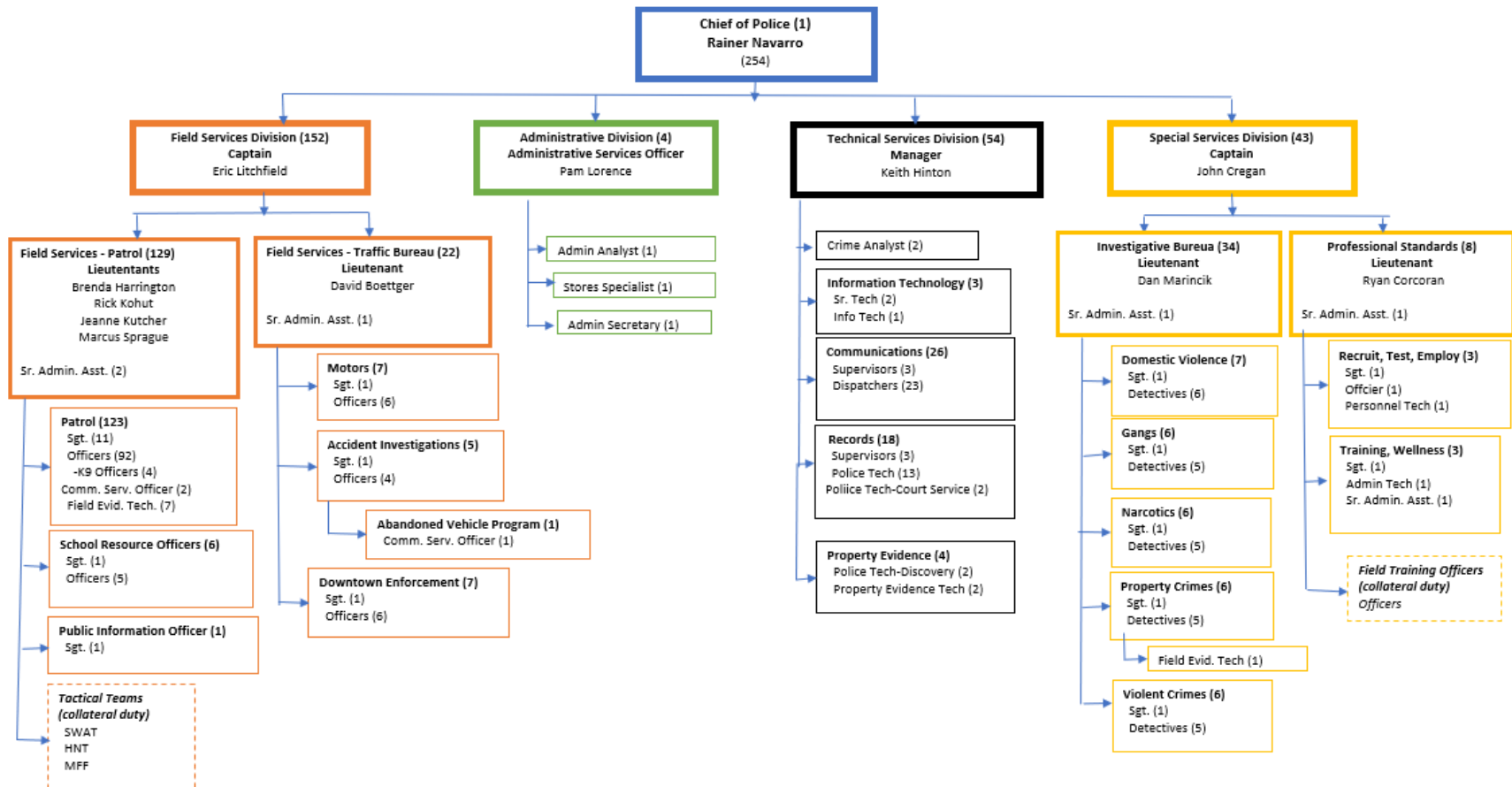


Santa Rosa Police Department Staffing

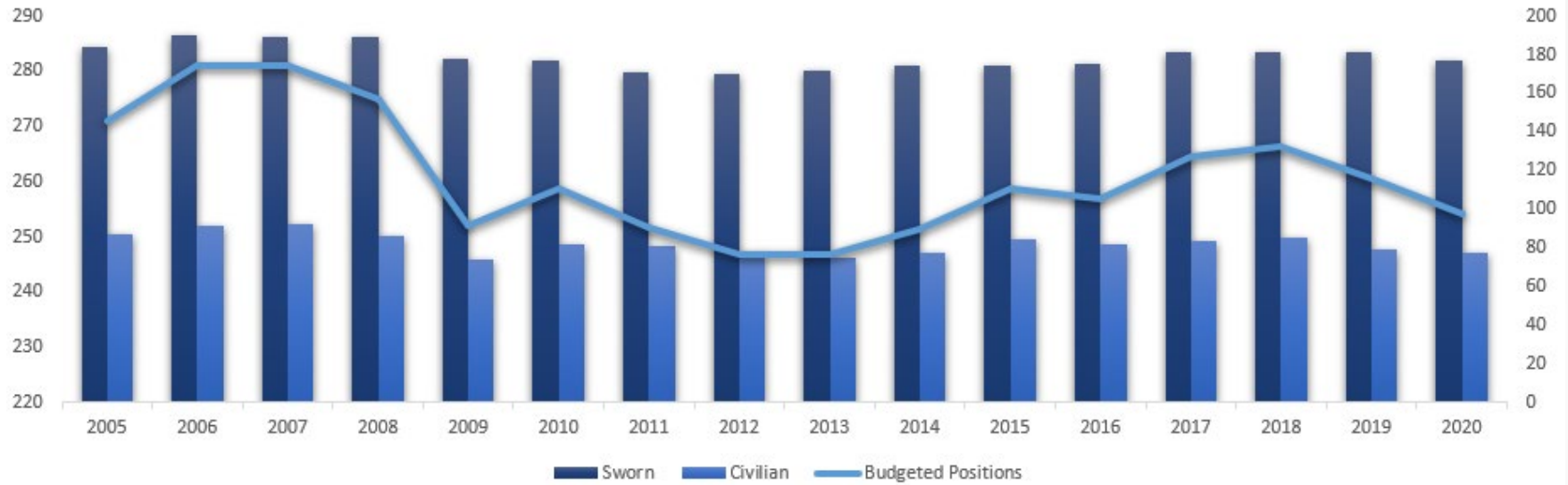
City Council Meeting
January 26, 2021

Rainer Navarro
Police Chief, Santa Rosa Police Department

Santa Rosa Police Department Staffing



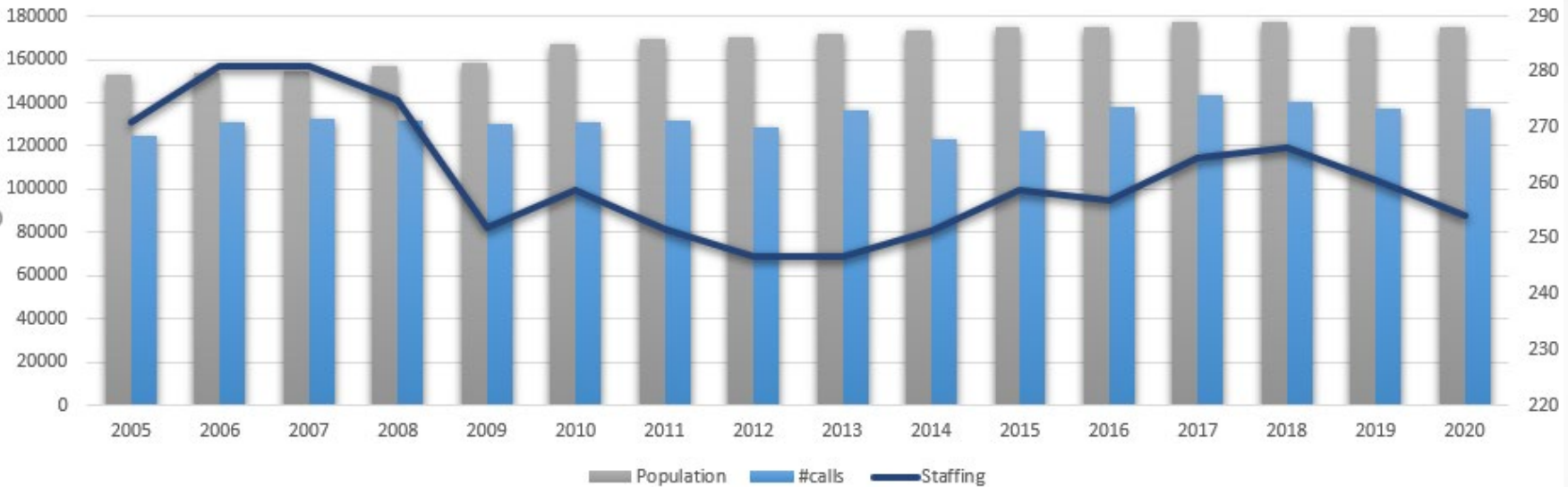
Santa Rosa Police Department Staffing



Year	Budgeted Positions	Sworn	Civilian
2005	271	184	87
2006	281	190	91
2007	281	189	92
2008	275	189	86
2009	252	178	74
2010	258.75	177	81.75
2011	251.75	171	80.75
2012	246.75	170	76.75

Year	Budgeted Positions	Sworn	Civilian
2013	246.75	172	74.75
2014	251.25	174	77.25
2015	258.75	174	84.75
2016	256.75	175	81.75
2017	264.5	181	83.5
2018	266.5	181	85.5
2019	260.5	181	79.5
2020	254	177	77

Santa Rosa Police Department Staffing



Year	Population	#calls	Staffing
2005	153,257	124,725	271
2006	153,506	130,812	281
2007	154,473	132,643	281
2008	156,841	131,799	275
2009	158,727	129,982	252
2010	167,302	130,890	258.75
2011	169,212	131,836	251.75
2012	170,197	128,335	246.75

Year	Population	#calls	Staffing
2013	171,820	136,875	246.75
2014	173,773	122,911	251.25
2015	174,727	126,741	258.75
2016	175,155	138,140	256.75
2017	177,684	143,804	264.5
2018	177,586	140,356	266.5
2019	174,972	137,686	260.5
2020*	174,972	137,000	254

*calls and population estimated

Santa Rosa Police Department Staffing

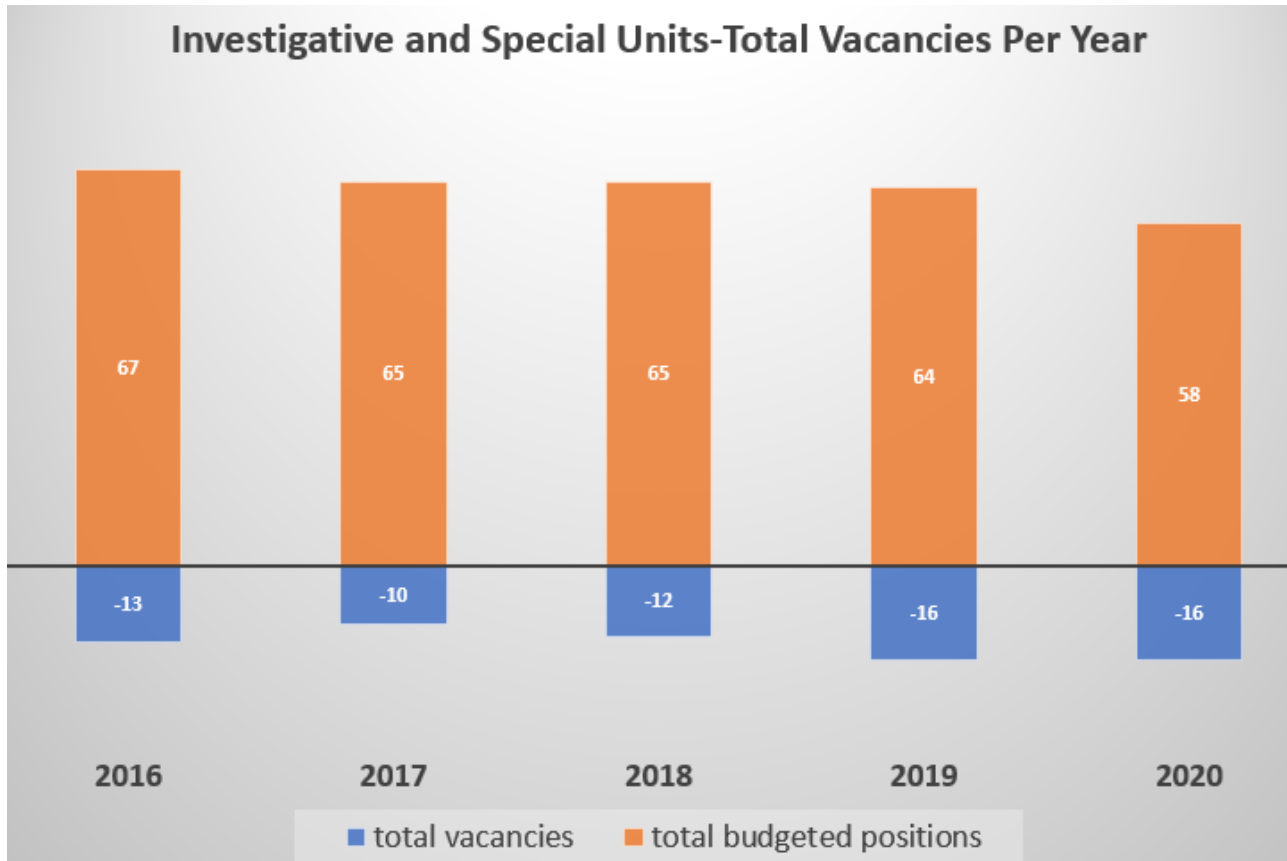
- The national allocation model standard for patrol officers is an even split of time:
 - 30 minutes/hour reactive & 30 minutes/hour proactive
- The patrol staffing study from 2018 recommended adding an additional 4 officer positions immediately to bring the total to 185
 - By 2022 increase by another 3 positions for a total of 188 officers
- The Communications Center staffing study was completed in 2015
 - Recommended a total of 28 dispatchers and 4 supervisors
 - Currently have 23 dispatchers and 3 supervisors

Comparable Cities

City	Population	# of City Employees	# of Police Employees	Sworn	Civilian	Sworn per 1,000 population
Antioch	111,535	237.85	153.80	114.80	39.00	1.03
Berkeley	121,643	1618.80	285.20	181.00	104.20	1.49
Concord	129,688	419.00	211.00	154.00	57.00	1.19
Daly City*	107,008	458.00	139.00	111.00	28.00	1.04
Fairfield	116,884	579.63	198.08	125.00	73.08	1.07
Fremont	237,807	962.31	320.50	215.00	105.50	.90
Hayward	161,314	907.30	326.50	192.00	134.50	1.19
Richmond*	110,414	722.50	248.00	178.00	70.00	1.61
San Mateo	104,983	611.25	170.50	115.00	55.50	1.10
Santa Rosa	174,972	1248.25	254.00	177.00	77.00	1.01
Vallejo	123,073	629.00	175.00	122.00	53.00	.99

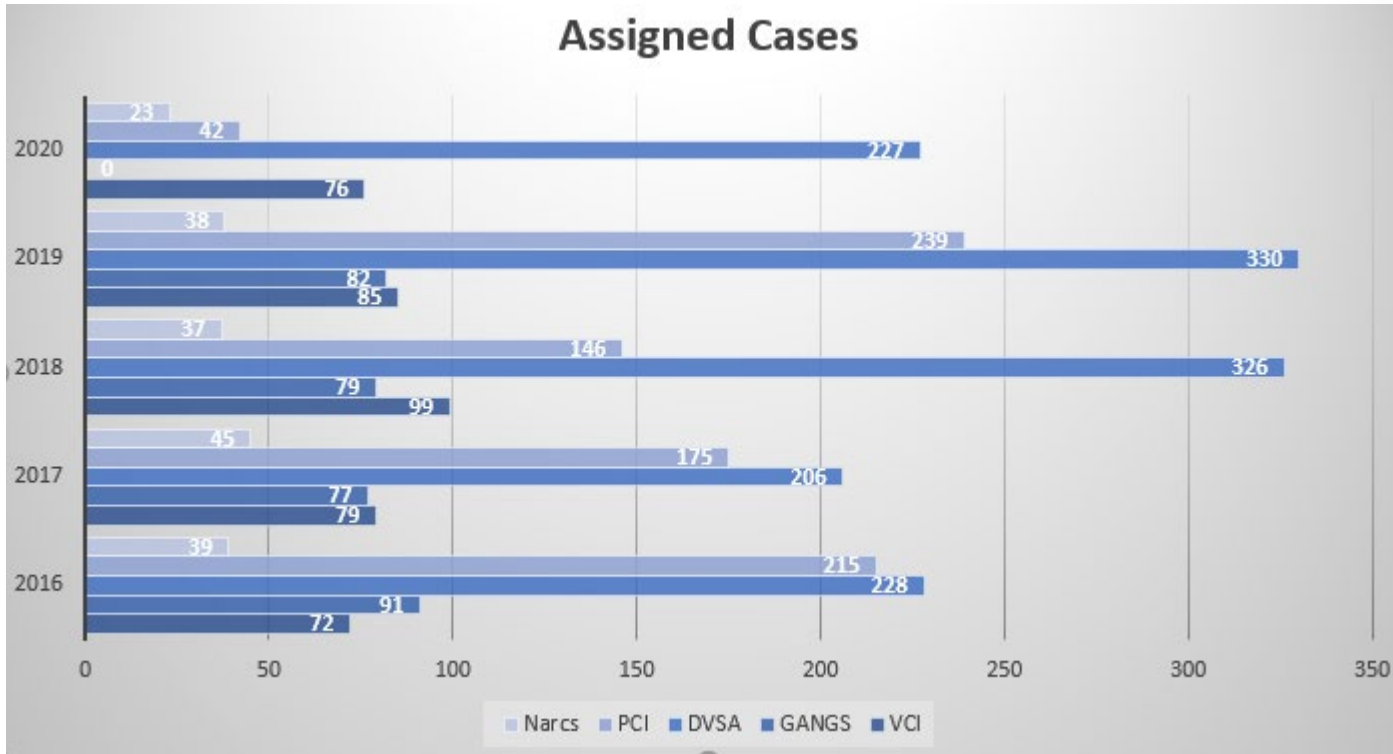
*FY19/20 data

Santa Rosa Police Department Staffing



	Motors	AI	DET	SRO	DVSA	PCI	VCI	Gangs	Narcs
2016	-3	0	-3	-1	-1	-2	-2	0	-1
2017	-3	0	0	0	0	-2	-2	-3	0
2018	-2	0	0	0	0	-3	-2	-4	-1
2019	-3	0	-2	0	0	-3	-2	-5	-1
2020	-3	-1	0	-2	-1	-2	0	-6	-1

Investigative Units



Clearance Rates	2016	2017	2018	2019	2020
Part 1 Crimes	27.90%	23.50%	26.90%	27.30%	24.30%
Violence Crimes Overall	62.80%	63.50%	65.40%	69.00%	69.30%
Property Crimes Overall	20.40%	14.60%	16.80%	15.00%	11.90%

Santa Rosa Police Department Staffing



Accepted Sworn WC Claims

WC Claims by Injury Date	Total
2016	47
2017	44
2018	47
2019	47
2020	42

Sworn Disability Retirements

2016	1
2017	1
2018	5
2019	3
2020	8

**INTERNAL
FACTORS**

STRENGTHS (+)

- Teams experience/Longevity
- Cross-training and mentoring
- Patrol staffing maintained by department flexibility
- Recruiting qualified people
- Dedicated employees

WEAKNESSES (-)

- Staffing
- Reduced staffing in investigative units
- Morale
- Reduced budget
- Recruitment and retention
- Meeting mandates in timely manner
- Not maximizing technology for efficiency

**EXTERNAL
FACTORS**

OPPORTUNITIES (+)

- Working with non-profit partners: Mental Health/homelessness
- New staffing study
- Employee Wellness programs
- Consolidation of some services
- Community Engagement
- Stronger recruitment of diverse workforce

CHALLENGES (-)

- Reduced budget-less staff
- Increasing mandates
- Increasing housing density
- Natural disasters (COVID, fires)
- Public perception of policing
- Attrition
- Increased population increasing crime and calls for service

Recruitment

- Updated Materials
 - Job announcements
 - Job descriptions
 - Utilizing new testing platform (Critical)



Innovative Advertising

- Utilizing social media: Facebook, Twitter, Instagram
- Interactive stories and videos
- Advertising on job specific websites
- “Run with a recruiter” events
- Worked with local colleges



Questions?