

# **DPD Staffing & Civilians**

**Public Safety Committee**

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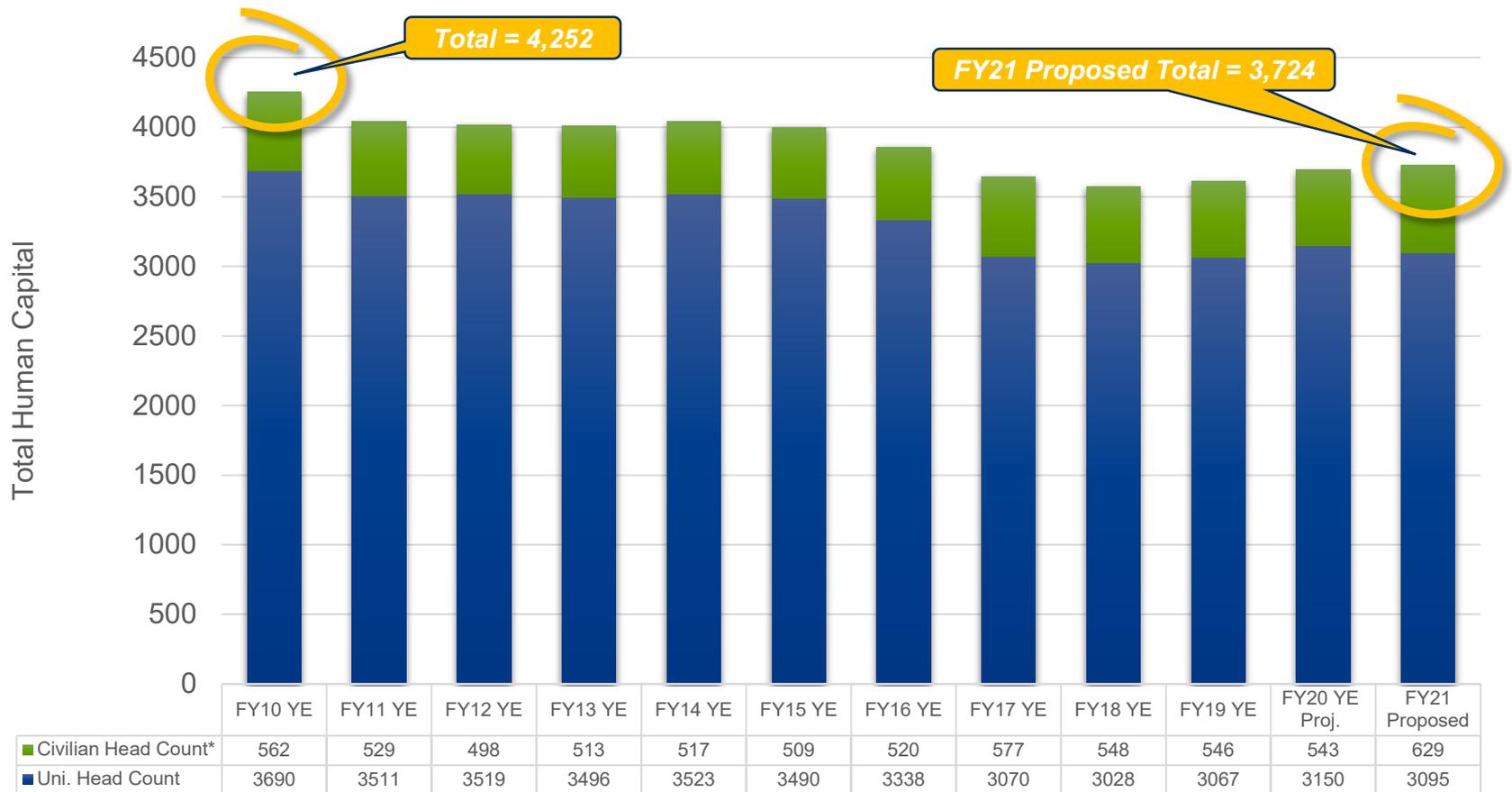
# Overview

High-level review of DPD's overall staffing numbers and utilization of civilians

- Background Staffing Overview
- Civilian Staffing
- Looking Forward – Approach for FY21

# Background Staffing Overview

- Total Human Capital Devoted to DPD (*Uniform + Civilian*)



\* Civilian Counts Normalized for Services DPD Performs Today

# Civilian Staffing

- The KPMG Recommendation #8:
  - *“Review organizational and staffing structure, span of control, and use of civilians”*
  - Civilian ratios: cursory review of 13 peer cities averaged 24%, but did not normalize services (e.g. - forensics, code compliance, and animal control)
- FY22’s Proposed Budget identified 50 sworn positions performing administrative functions that can be converted to civilians, allowing redeployment of those uniform staff. 42 were moved forward in FY21 through the amendment process
- Hiring freeze will be lifted for FY21
- FY21 - Improve the civilian to workforce ratio from 14.7% to 16.9%

# Looking Forward – Approach for FY21

- Deliver on FY21 YE Goals – Add 86 net civilians
  - *Hiring freeze + 42 civilianization (to redeploy 42 officers to traditional officer functions)*
  - *Implement call expeditors to indirectly free up officers (divert lower priority calls)*
- Identify internal opportunities – Pursue additional administrative civilianization functions in FY22 budget
- Identify external opportunities - More services may be candidates for diversion to other departments

# Questions?

