

Portland Police Staffing: Follow-up session on progress to eliminate staffing shortage in Patrol

Charlie Hales, Mayor
Chief Michael Marshman, Portland Police Bureau

November 8, 2016

Today's Agenda:

- **Follow up on action items from initial session**
- **Discuss plan for recruitment and changes to hiring process**
- **Explore additional options to reduce bureau workload**

Initial session (July 26th):

- Compared 2016 staffing levels to 2013 recommendations
- Reviewed barriers to meeting PPB goals for service
- Identified action items for increasing capacity for Patrol

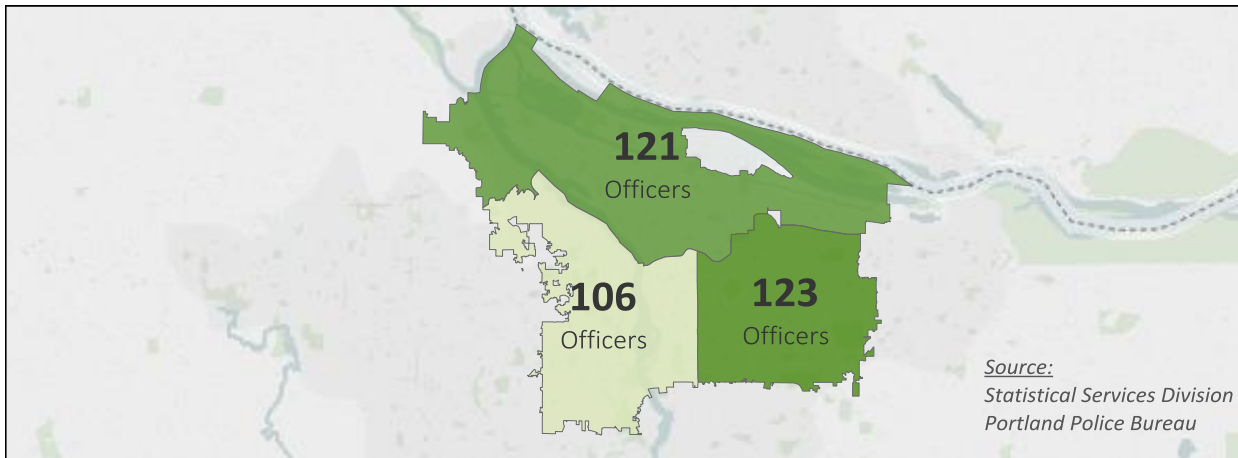
What was the impact of specialty units realignment? (Action item #1)



How have changes affected the number of officers assigned to Patrol? (Action Items #1 & #2)

Current Patrol Staffing and Workload Comparisons:

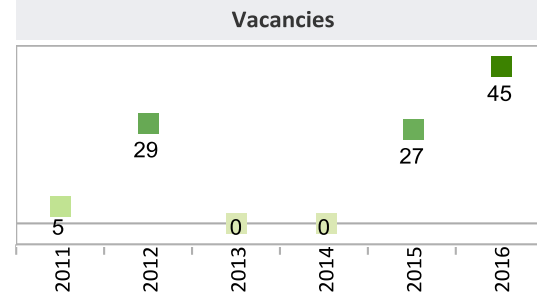
1. Officers by Precinct, 2011-2016	2. Officers by Shift, 2016	3. Calls for Service, 2013 vs. 2016	4. Calls per Officer by Precinct, 2013 vs. 2016
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Select Year

- 2011
- 2012
- 2013
- 2014
- 2015
- 2016

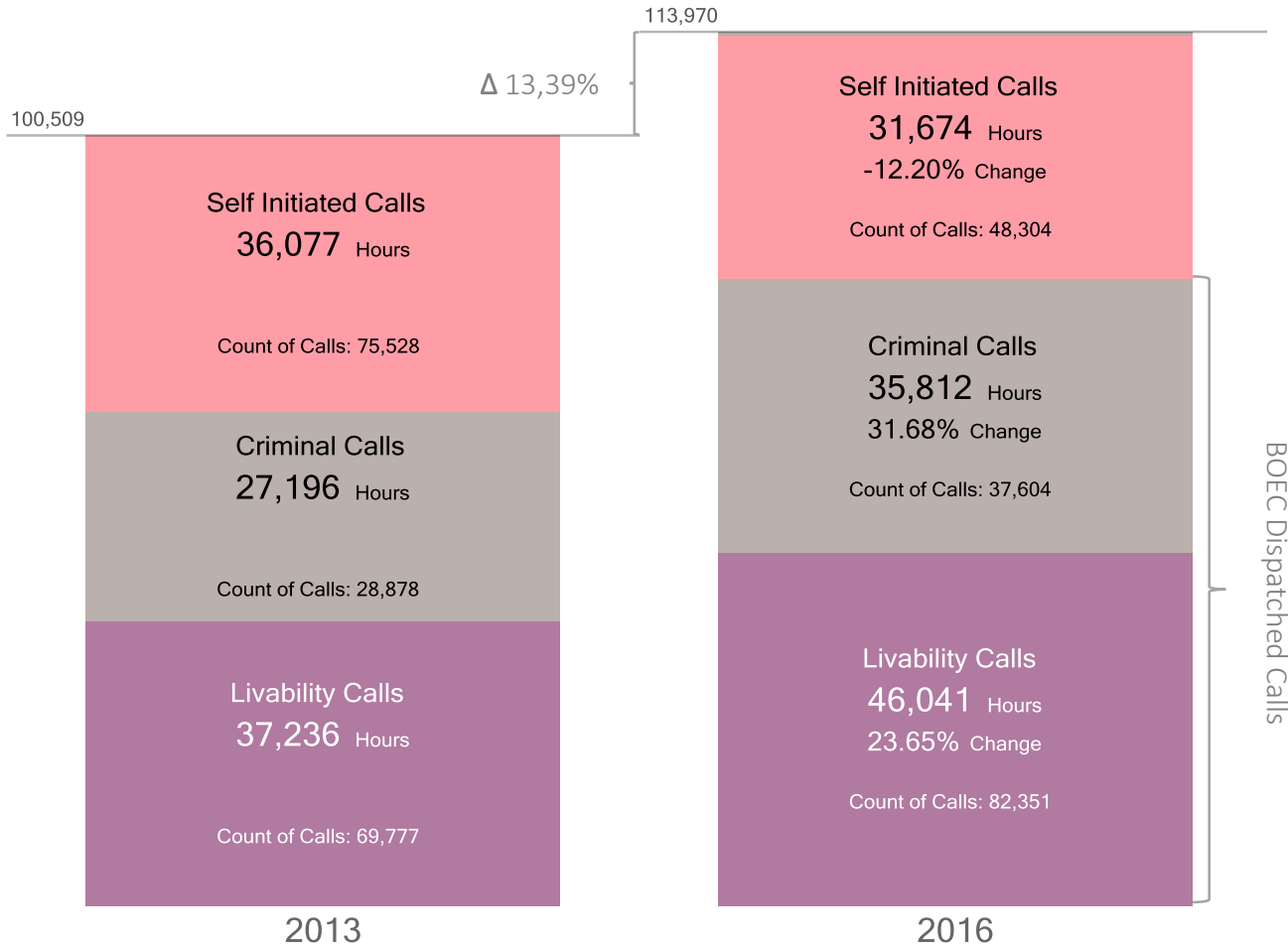
Officers by Precinct,
2011 - 2016



(data source: Portland Police Bureau)
Visualization updated 11.7.16

How does workload compare for Jan-Jun 2013 vs. Jan-Jun 2016? (Action item #5)

Primary Unit Handling Hours



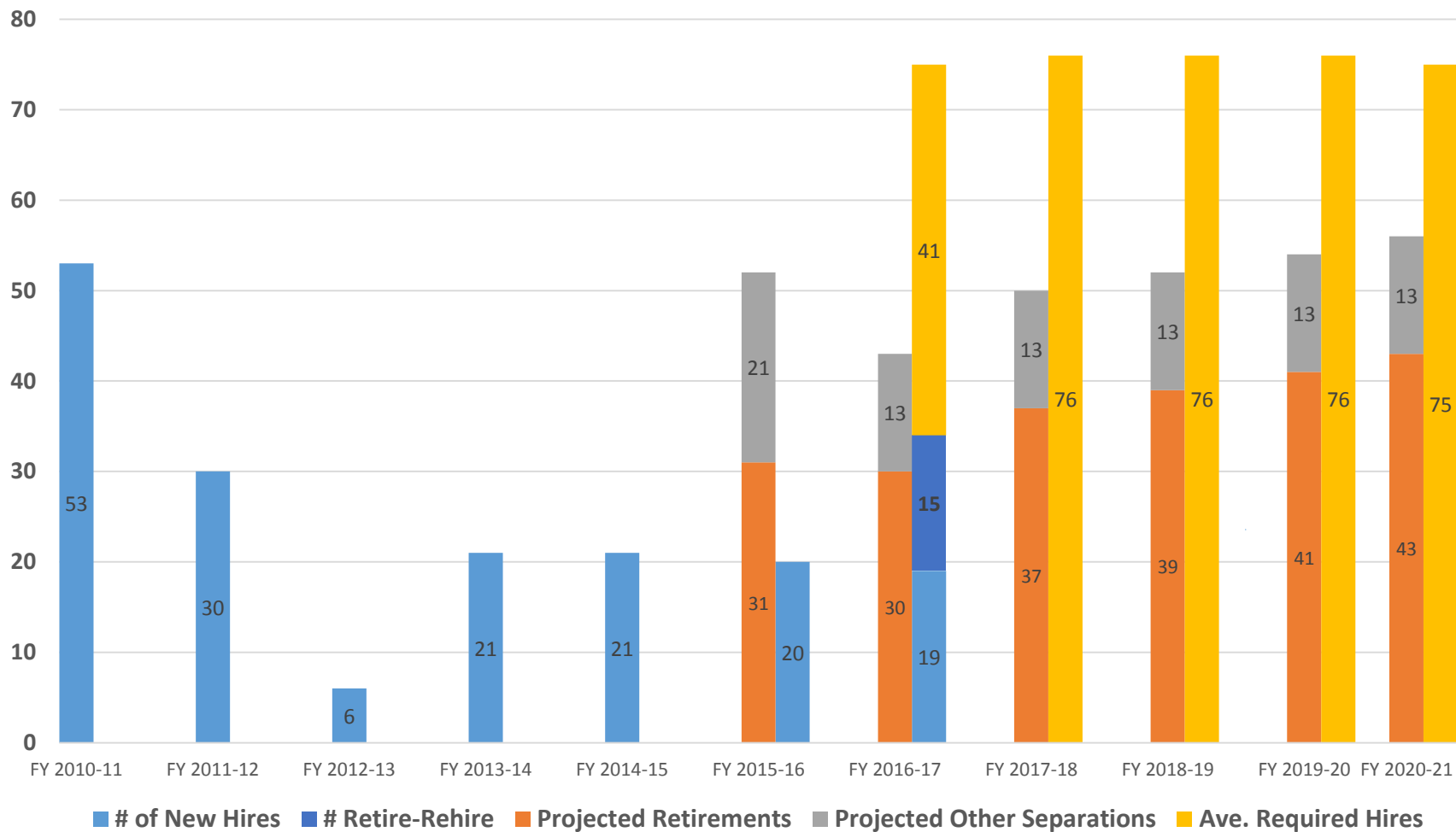
Available Officers		
	2013	2016
Available	373	350
Needed	373	403

BOEC Dispatched Calls

(data source: Portland Police Bureau)
Graph updated 11/3/16

How does projected need for sworn members compare to recent hires? (Action items #3 & 4)

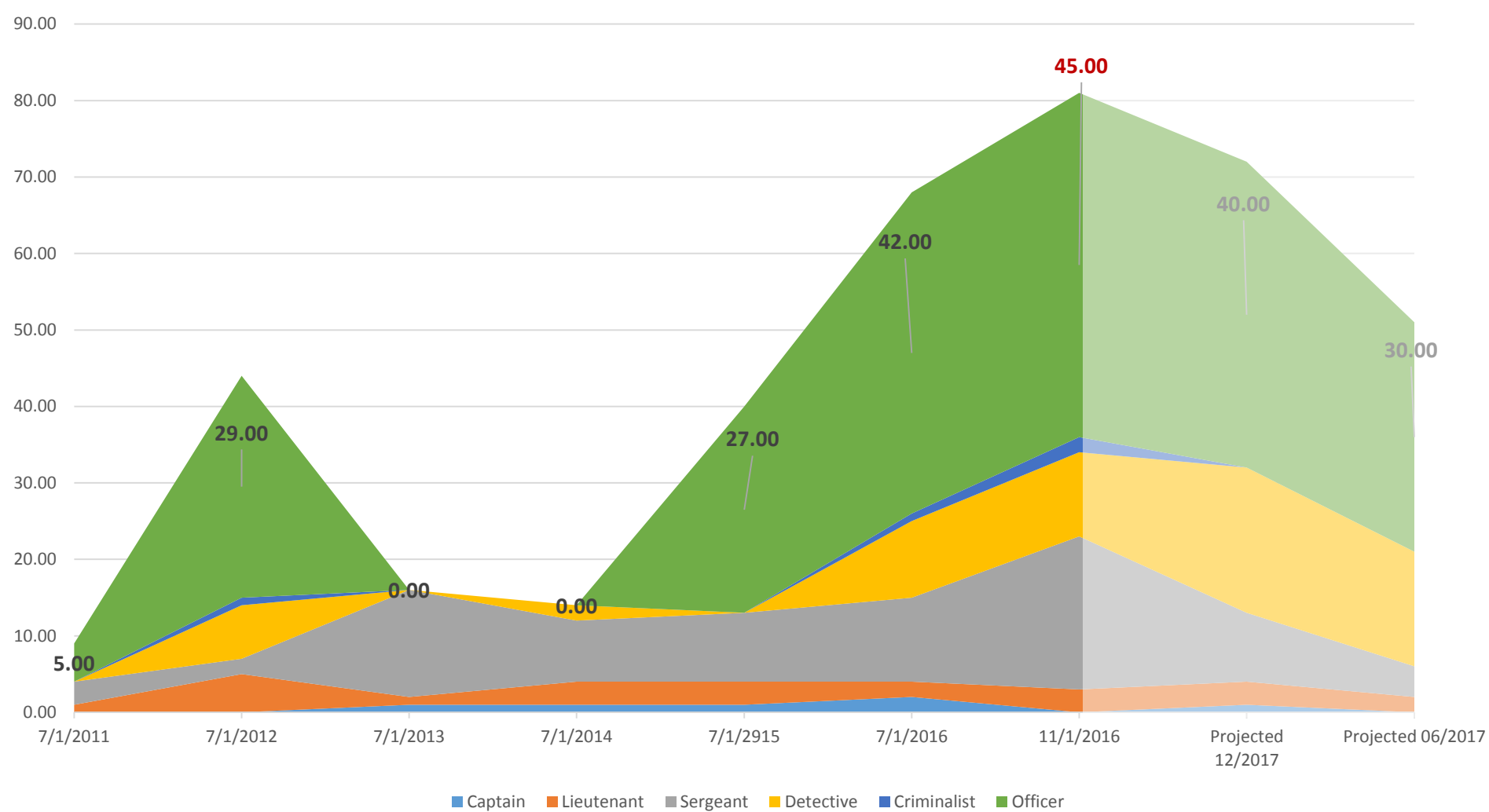
Hires & Projected Retirements, FY 2011 - 2021



(data source: Portland Police Bureau)
Graph updated 10/28/16

What is the status of vacant positions and the projection for filling? (Action items #3 & 4)

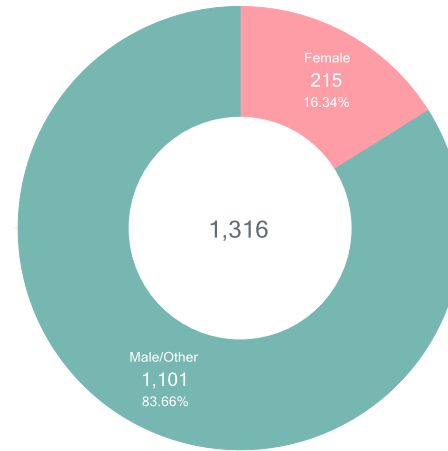
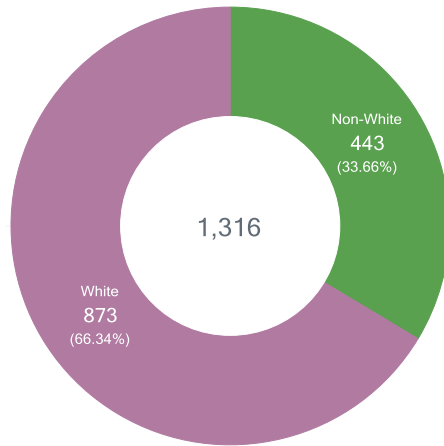
Sworn Vacancy Snap-shot and Projection



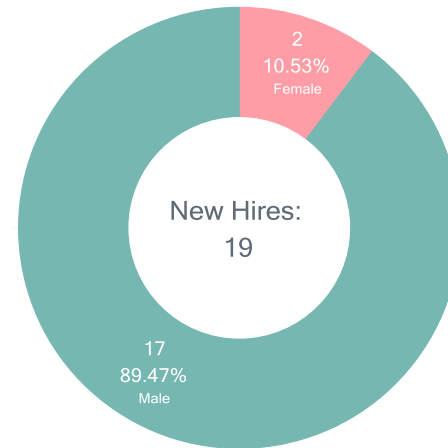
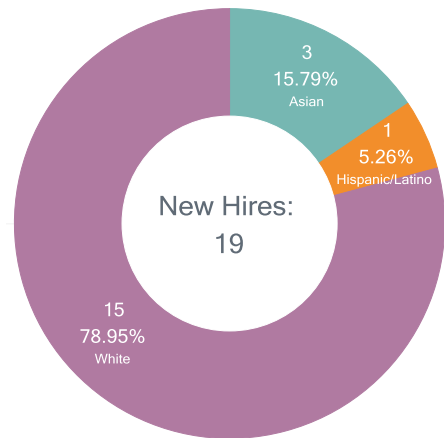
(data source: SAP & PPB
Graph updated 11/3/16)

What are the trends in diversity of recruitment and hiring? (Action item #3)

Applicant Pool, 2016



New hires in FY 2016-17



Performance Targets for hires

35% Communities of Color

25% Female



MAYOR CHARLIE HALES PORTLAND, OREGON
GATR
 Government Accountability Transparency Results

A GATR Session is a data-driven executive level management meeting focused on specific topics of interest to the Mayor. With an eye to increased collaboration and problem solving, these sessions will 1) track bureau performance against established goals, and 2) strategize solutions for helping bureaus to achieve their performance targets.

What is PPB's new organizational structure for DOJ-related work? (Action item #10)

