



Police Officer Staffing and Call Prioritization

“We can do anything, but we can’t do everything and still keep our community the safest it can be.”

JANUARY 9, 2023

PRESENTER:
CHIEF ROBERTO FILICE

SERVING WITH HONOR & INTEGRITY

Salinas **Police**
DEPARTMENT



CURRENT STAFFING LEVELS (AS OF 1/1/2023)

18 Officer Vacancies (14 funded and 4 frozen)

- ▶ This does not include the 11 Sworn positions permanently eliminated as part of the FY 23 Budget process

143 Sworn Positions Filled

- ▶ 4 Recruits in Academy
- ▶ 3 Officers in Field Training
- ▶ 12 Officers out on Medical (Total Disability or Light Duty)
- ▶ 5 Officers out on Protected Leave

Only 119 Fully Trained Officers on Duty

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DEPARTMENT

POLICE CHIEF ROBERTO FILICE

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OFFICER DEPARTURES AT SPD

- ▶ Since July 1, 2019, the Police Department has lost 46 Sworn Officers
- ▶ 13 Officers resigned to accept a position with another jurisdiction
- ▶ 4 Officers retired to pursue a career outside of law enforcement (construction, real estate, etc.)
- ▶ Officers are retiring with less years of service:
 - FY 20 Average: 26.1 years of service
 - FY 21 Average: 22.6 years of service
 - FY 22 Average: 20.4 years of service

RECRUITMENT CHALLENGES

- ▶ Applicants for Police Officer and Police Recruit positions continue to decline in quantity and quality
- ▶ Between January 2014 and May 2022, the City of Salinas received 2,603 applications for sworn police officer positions

RECRUITMENT JAN 1ST - DEC. 31ST	2015	2016	2017	2018	2019	2020	2021	2022
HIRED Officers and Recruits	22	25	26	23	14	13	9	8
BACKGROUNDS INITIATED Not hired	88	89	103	94	41	30	29	23

MOVING FORWARD

- ▶ SPD is at critical staffing levels and data indicates this trend will be ongoing
- ▶ SPD must implement a Police Call Prioritization and Call Response Strategy to ensure in-person police officer response is dedicated to the highest priority calls
- ▶ Some calls for service will receive a delayed or alternate response

NEW PRIORITIZATION AND CALL RESPONSE

Call Elimination Tables & Response

Normal Response	Call by Call Basis	No Response
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In Progress Violent Crime	
Homicides, ADW (245 & 246 PC)	Normal
Domestic Violence	Normal
Sexual Assaults	Normal
Robbery	Normal
Brandishing a weapon	Normal
Fights in progress	Normal
Kidnapping	Normal
Arson	Normal
Suicide	Normal
Bomb Threat	Normal

Normal Response	Call by call basis	No Response
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In Progress Criminal Acts	
Vehicle Thefts	Normal
Burglary	Normal
Theft (484)	Call by Call Basis
Fraud	Call by Call Basis
Vandalism	Call by Call Basis
Narcotics related offenses	No Response
Trespassing	Call by Call Basis
Prowler	Call by Call Basis
Traffic Collisions with injury	Call by Call Basis

In Progress Quality of Life Calls	
Drunk in public	Call by Call Basis
Traffic Collision non-injury	No Response
Noise complaints	No Response
Animal calls	No Response
Prostitution/Loitering	Call by Call Basis
Parking/AV/Traffic Complaints	No Response

IN CLOSING

- ▶ The decision to implement these changes was taken after careful consideration and consultation with sworn staff
- ▶ We must address our retention and recruitment challenges with a multi-prong approach strategies
- ▶ Thank you for your ongoing support of the brave men and women who serve our community – your support is critical