



# Memorandum

**TO:** MAYOR AND CITY COUNCIL**FROM:** Councilmember Pierluigi Oliverio**SUBJECT:** POLICE HIRING AUDIT**DATE:** 11/25/2015

Approved:

PIERLUIGI OLIVERIO  
R.R.

Date:

11/25/15

**RECOMMENDATION:**

1. Accept the audit report and city staff response.
2. Direct the City Manager to negotiate an agreement with both the CHP and Sheriff to augment the San Jose Police Department.

**BACKGROUND:**

There are currently 836 active duty police officers with 174 budgeted vacancies.

The audit shows that San Jose will not be able to provide a larger police force for several years despite the immediate need. Moreover, the San Jose Police Department numbers will likely drop further with annual retirements and possible resignations.

Residents and taxpayers of San Jose deserve to be as safe as possible, rather than unnecessarily doing without the services of other, sworn and qualified law enforcement officers such as those employed by the Sheriff's department and CHP. Calling upon the services of these organizations for back up law enforcement is *not* a new idea: approximately 200 other California cities currently contract with their respective Sheriff and local CHP divisions in this fashion.

It is my recommendation that we augment our police force immediately with CHP and Sheriff's officials until the city's police force reaches a minimum of 1,100 active duty officers (which is still below the 1,400 officers the city employed in 2008).

Specifically, augmented enforcement should be focused on guarding against unsafe driving practices in residential neighborhoods, prostitution on the First Street Monterey corridor, and patrolling neighborhoods to deter burglaries, particularly in areas that have high rates of property crime like Evergreen.

Funding for this initiative can be provided by the budgeted funds currently earmarked for the 174 vacancies. If these funds were to be spent solely on overtime, the likely result would be police officer fatigue and an overworked active force, a reality that causes an undue burden on the office and their family.