



Gainesville Police Department Staffing Study

Findings and Recommendations



Selection Process and Cost for the Police Executive Research Forum (PERF)

- Cost for the study: \$55,000



Gainesville Police Department Current staffing (sworn, civilian)

- Sworn law enforcement officers: 300
- Civilian staff: 65



Rationale for Staffing Study

- Identify and examine core business practices and functions
- Workload and staffing analysis
- Organizational analysis
- Leveraging resources (human and financial)



Goals of the Study

- Determine if the Gainesville Police Department has appropriate staffing levels in all areas of the department.
- Identify opportunities to add civilian staff as a cost-savings measure in addition to freeing up sworn personnel to be deployed for those activities requiring sworn officers.



Population and Demographics of the City of Gainesville

- The city has a total area of 61 miles
- Population density is 2,028 people per square mile (*2010 census*)
- Gainesville population: 124,354;



Population by Race

Race	Population	%
White	80,725	64
Black or African American	28,575	22
Hispanic or Latino	12,387	9
Asian	8,526	6
Two or more races	3,665	2
Some other race	2,419	1
American Indian	379	<1
Three or more races	300	<1
Total: 124,354		



Calls for Service

- 2011 – 114,496 calls for service
- District 1 – 58,119
- District 2 – 48,033
- Call load was examined
- Recommendations for staffing made based on peak requests for service

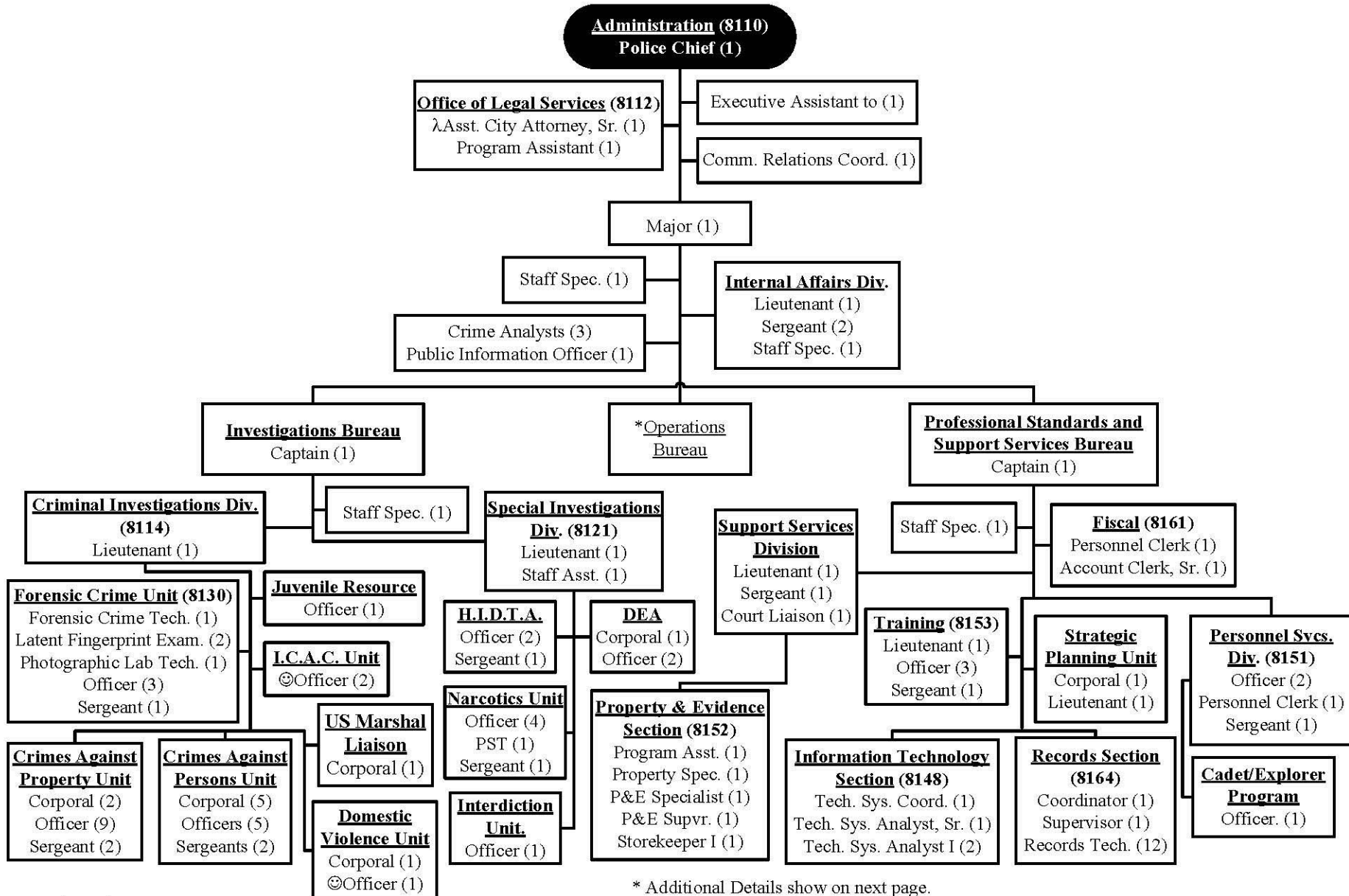


Key Questions to be Addressed

- In order to address the goals of the study each administrative unit was reviewed to determine:
 - Administrative structure
 - Number of sworn and civilian staff
 - Workload
 - Efficiency

Police

FY 2012 ADOPTED ORGANIZATION CHART



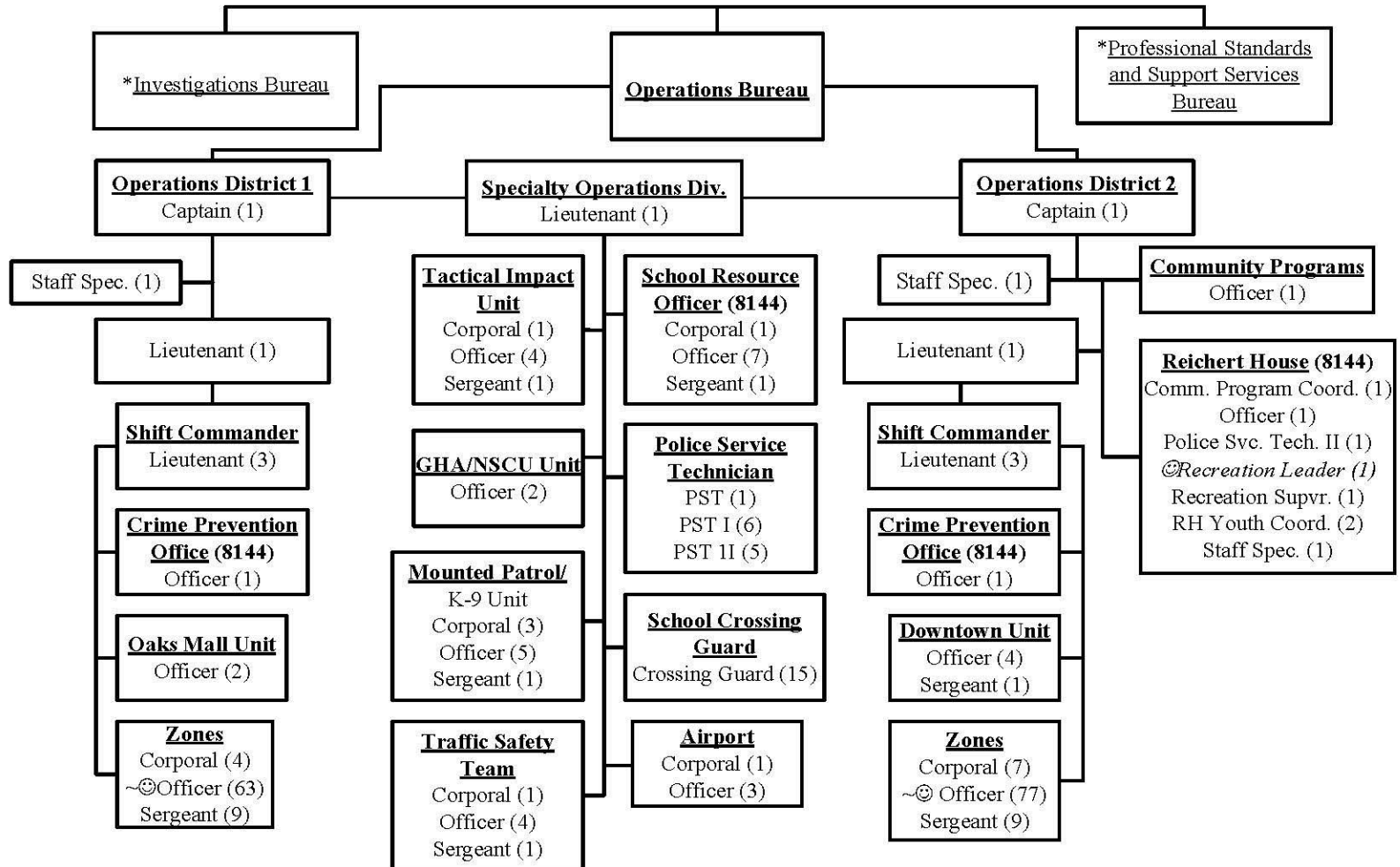
Total Employees – 375.0

* Additional Details show on next page.

λ This position reports to the City Attorney and is not included in the department's total.

Police

FY 2012 ADOPTED ORGANIZATION CHART



☉ Currently Grant funded

* Additional Details shown on previous page.



Findings by Organizational Area

- Patrol
- Administration
- Special Investigations
- Criminal Investigations



PATROL

Observations/Recommendations:

- District 1 Officers spend 52% of their time on calls. District 2 Officers spend 49% of their time on calls.
- Change deployment strategies based on peak CFS (Calls for Service).



ADMINISTRATION

Observations/Recommendations :

- Have Internal Affairs and the PIO report directly to the Chief of Police.
- Have Internal Affairs work closely with City Human Resources and develop discipline protocol.
- Assign Police Legal Advisor full time to the Chief of Police.



Criminal Investigations

Observations/Recommendations:

Forensic Crime Unit should add one (1) additional Latent Fingerprint Examiner position. ***CRITICAL***



Recommendations continued,

- PERF recommended no change in staffing levels.
- PERF recommended increased staffing levels for Police Service Technicians.
- PERF recommended civilianizing several administrative functions currently managed by sworn Law Enforcement Officers.



Recommendations continued,

- Creating new career paths for civilians (Crime Analysts, investigative support).
- Career Development opportunities for sworn and civilian staff.
- Maximizing scheduling efficiencies for sworn Law Enforcement Officers.
- Improving the recruitment, testing, and selection process for Sworn Law Enforcement Officers; streamline communication with City Human Resource staff to maximize efficiency.



Planning for the Future

- Distribute this study to all employees of the Gainesville Police Department.
- Incorporate some of PERF's recommendations through reorganization opportunities, attrition, and contract negotiations.
- Adopt a process of continuous improvement in the agency's strategic plan that can be documented.



QUESTIONS?