

Public Safety, Finance, and Strategic Support Committee

San José Police Department Operations & Performance Bi-Monthly Status Report

April 19, 2018
Item: (d) 1

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Bi-Monthly Status Report Operations and Performance

- 1. Citywide Crime Statistics**
- 2. Staffing Update – Sworn and Civilian Staffing**
- 3. Crime Trends – Sexual Assault Report Data**
- 4. Emerging Issues**
 - a) Supervision & Span of Control
 - b) Budget Status*
- 5. Other Matters of Interest – Run, Hide, Defend Program**
- 6. Questions**

**to be heard last*



Citywide Crime Statistics

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UCR Crime Statistics

Reported Part I Crimes

Jan–Feb 2017 vs Jan–Feb 2018

OFFENSES	2017 Jan-Feb	2018 Jan-Feb	% Change
Homicide	6	6	0.0%
Rape	96	72	-25.0%
Robbery	202	258	27.7%
Aggravated Assault	297	319	7.4%
<i>total Violent Crimes</i>	601	655	9.0%

Burglary	733	745	1.6%
Larceny	2,303	2,220	-3.6%
Vehicle Theft	1,652	1,508	-8.7%
<i>total Property Crimes</i>	4,688	4,473	-4.6%

GRAND TOTAL:	5,289	5,128	-3.0%
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Staffing Update

Police Department Sworn and Civilian Staffing

(As of 3/22/18)



Sworn & Civilian Staffing (as of 3/22/18)

Crime Prevention and Community Education	Budgeted FTE	Actual FTE	Respond to Calls for Service & Patrol Support	Budgeted FTE	Actual FTE
Crime Prevention	13.00	11.00	911 Call Taking & Police Dispatch	164.50	136.00
Police Athletic League	2.00	2.00	Air Support	5.00	5.00
School Liaison/Truancy Abatement	7.00	4.00	Airport Division	11.00	10.00
School Safety	40.17	40.17	Downtown Services	8.00	5.00
Subtotal:	62.17	57.17	Field Operations Administration	15.00	14.00
Investigative Services			Field Patrol	756.00	683.00
Assaults	13.00	6.50	Metro	31.00	13.00
Court Liaison	14.00	9.00	Reserves/Volunteers	4.00	4.00
Crime Analysis	19.00	8.00	Special Operations	35.00	21.00
Family Violence	17.00	12.00	Traffic Enforcement	48.00	12.00
Financial Crimes/Burglary	21.00	9.00	Violent Crimes Enforcement	14.00	13.00
Gang Investigations	23.00	14.00	Subtotal:	1091.50	916.00
Homicide/Crime Scene	31.00	29.00	Strategic Support		
Internal Affairs	17.00	16.00	Police Department Mgmt. & Administration	10.00	11.00
Investigations Administration	26.00	22.00	Police Financial Management	15.00	15.00
Juvenile/Missing Persons	8.50	4.50	Police Human Resources	28.00	39.00
Robbery	15.00	12.00	Police Information Technology	23.00	17.00
Sexual Assaults	41.00	31.00	Police Records	80.50	74.50
Special Investigations*	38.00	23.50	Police Research and Development	8.00	7.00
Subtotal:	283.50	196.50	Police Training and Academy	27.00	29.00
Regulatory Services			Subtotal:	191.50	192.50
Gaming	7.00	6.00	Total:	1648.67	1377.17
Cannabis Regulation	4.00	3.00			
Permits	9.00	6.00			
Subtotal:	20.00	15.00			

*Two additional Police Officer positions are reflected in the City Attorney's Office



Crime Trends Sexual Assaults 1/1/15-12/31/17

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Sexual Incidents by Type (2015-2017)

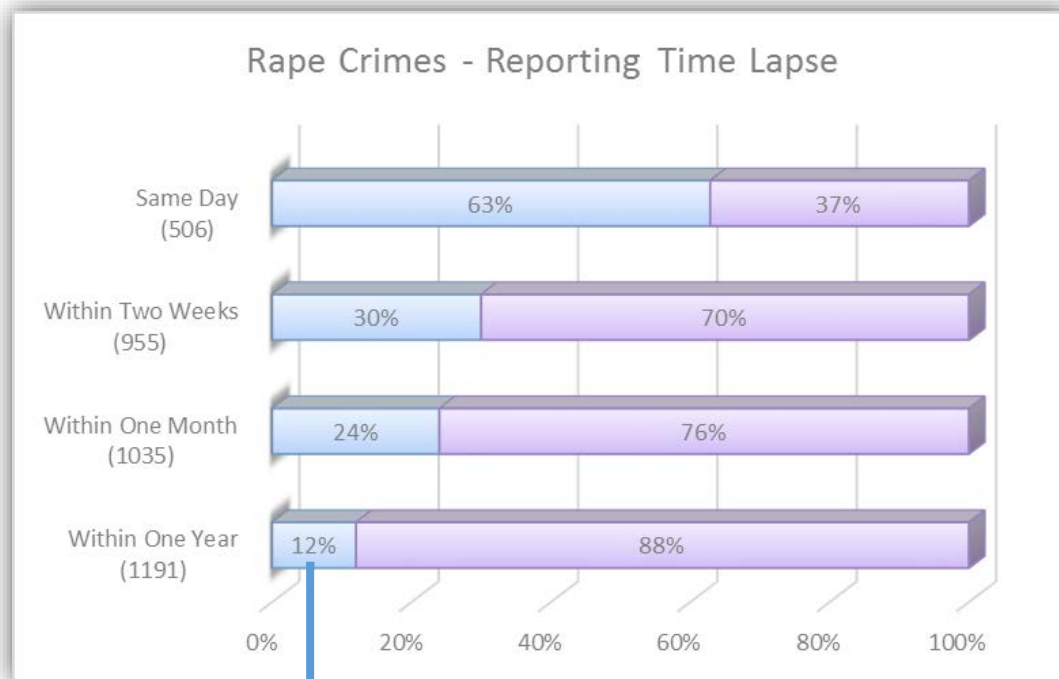
OFFENSE DESCRIPTIONS	TOTAL
261 PC RAPE	726
220PC RAPE ASLT TO COMMIT/ATT	246
289PC FOREIGN OBJ PENETRATION	121
288A(A) PC ORAL COPULATION	90
DOMESTIC - 261 PC RAPE	73
286 SODOMY	66
262(A)(1) PC RAPE SPOUSE	28
DOMESTIC-220 PC ASLT TO CMMT/ATT	9
GRAND TOTAL	1359

**Seven people were listed in a victim/offender role because they had either engaged in a mutual act or they had, in turn, victimized their offender in some way during the incident.

Time Lapse Between Occurrence and Reporting of Sexual Assault

Total Reports: 1359

Time Period: 1/1/15-12/31/17

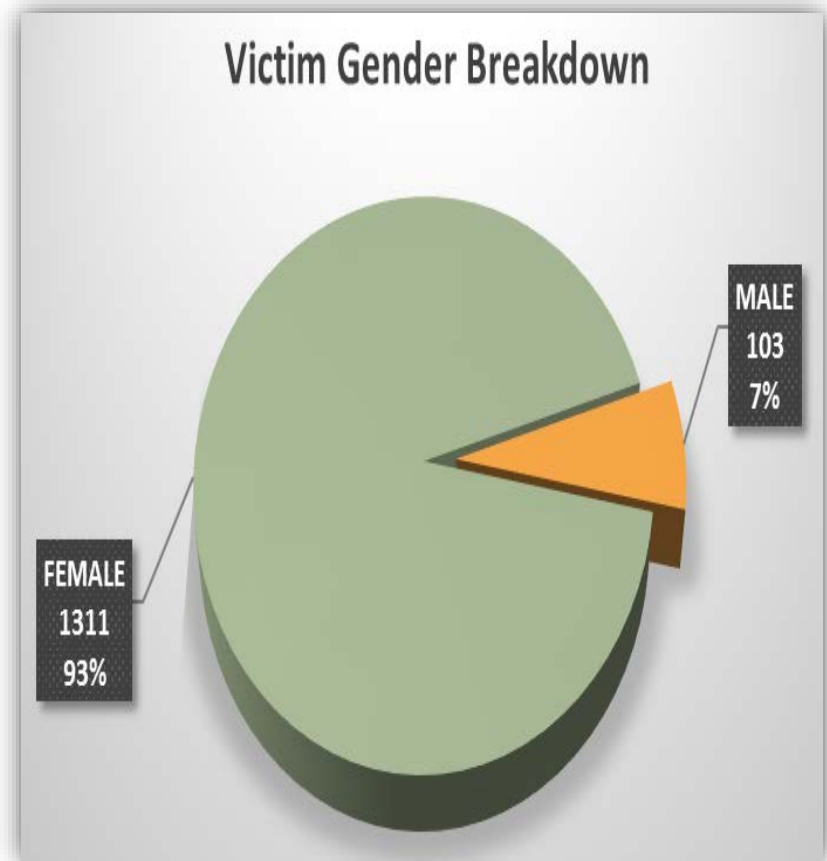
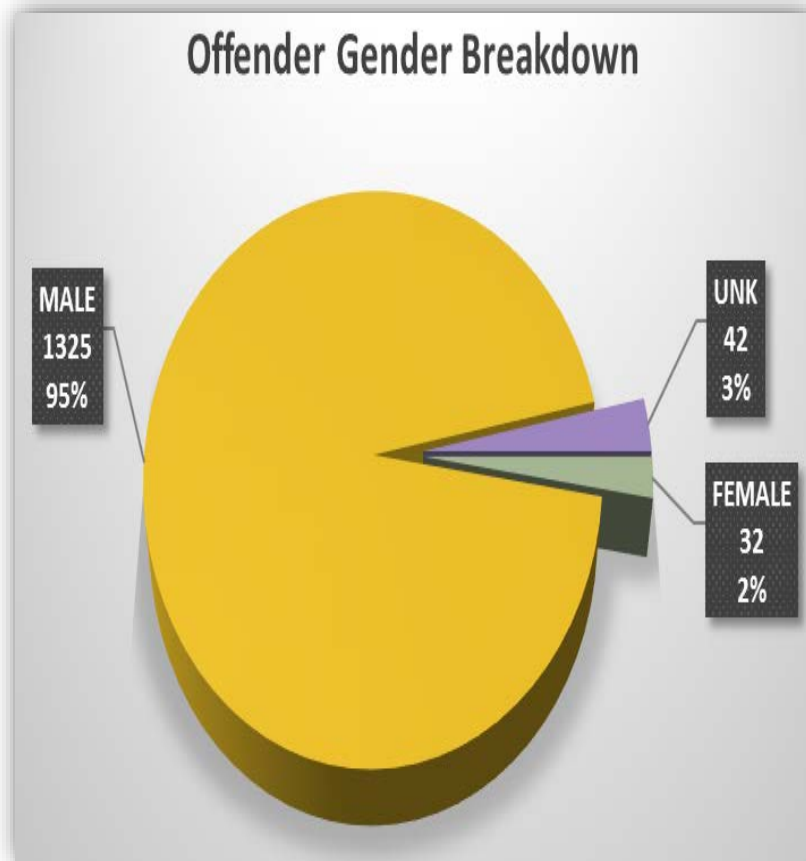


- Purple = % reported

Reported After One Year	Total
Between 1-5 Years Later	8%
Between 6-10 Years Later	2%
Between 11-20 Years Later	1%
21+ Years Later	1%



Offender & Victim Gender Breakdown for Sexual Assault Cases 2015-2017



Victim and Offender Race/Ethnicity

(All Sexual Assault Cases, Adults & Juveniles, 2015-2017)

VICTIM RACE	TOTAL
AFRICAN AMERICAN	97
AMERICAN INDIAN/ALASKAN NATIVE	4
ASIAN INDIAN	14
CAMBODIAN	0
CAUCASIAN	375
CHINESE	16
FILIPINO	33
HAWAIIAN	5
HISPANIC/LATIN/MEXICAN	649
JAPANESE	6
KOREAN	5
OTHER	23
OTHER ASIAN	53
PACIFIC ISLANDER	3
SAMOAN	0
UNKNOWN	83
VIETNAMESE	48
Grand Total	1414

SUSPECT RACE	TOTAL
AFRICAN AMERICAN	171
AMERICAN INDIAN/ALASKAN NATIVE	9
ASIAN INDIAN	18
CAMBODIAN	0
CAUCASIAN	203
CHINESE	8
FILIPINO	11
HAWAIIAN	3
HISPANIC/LATIN/MEXICAN	664
JAPANESE	3
KOREAN	2
OTHER	33
OTHER ASIAN	41
PACIFIC ISLANDER	3
SAMOAN	0
UNKNOWN	200
VIETNAMESE	30
Grand Total	1399



Victim/Offender Relationship

All Sexual Assault Victims (Adult & Juvenile) 2015-2017

All Victims

RELATIONSHIP	Total	%
KNOWN	788	74%
STRANGER	160	15%
UNKNOWN REL	123	11%

Total 1071

Known Relation Breakdown

RELATIONSHIP	Total	%
FAMILY	206	19%
FRIEND/ACQUAINTANCE	393	37%
RELATIONSHIP (INCL EX)	189	18%

Total 788

Juvenile Victims

Juvenile Victims Only

RELATIONSHIP	Total	%
KNOWN	268	80%
STRANGER	32	10%
UNK RELATION	35	10%

Total 335

Known Relation Breakdown

RELATIONSHIP	Total	%
FAMILY (INCL EX)	105	31%
FRIEND/ACQUAINTANCE	125	37%
RELATIONSHIP (INCL EX)	38	11%

Total 268



Age of Victim

All Sexual Assault Victims (Adult & Juvenile) 2015-2017

AGE	TOTAL
0	1
1	0
2	3
3	4
4	9
5	7
6	15
7	9
8	6
9	14
10	13
11	11
12	16
13	33
14	55
15	94
16	86
17	80
18	60
19	44
20	43
21	58
22	47
23	37

AGE	TOTAL
24	31
25	31
26	30
27	37
28	19
29	23
30	23
31	26
32	35
33	34
34	17
35	16
36	23
37	16
38	13
39	21
40	12
41	15
42	16
43	17
44	15
45	16
46	16
47	6

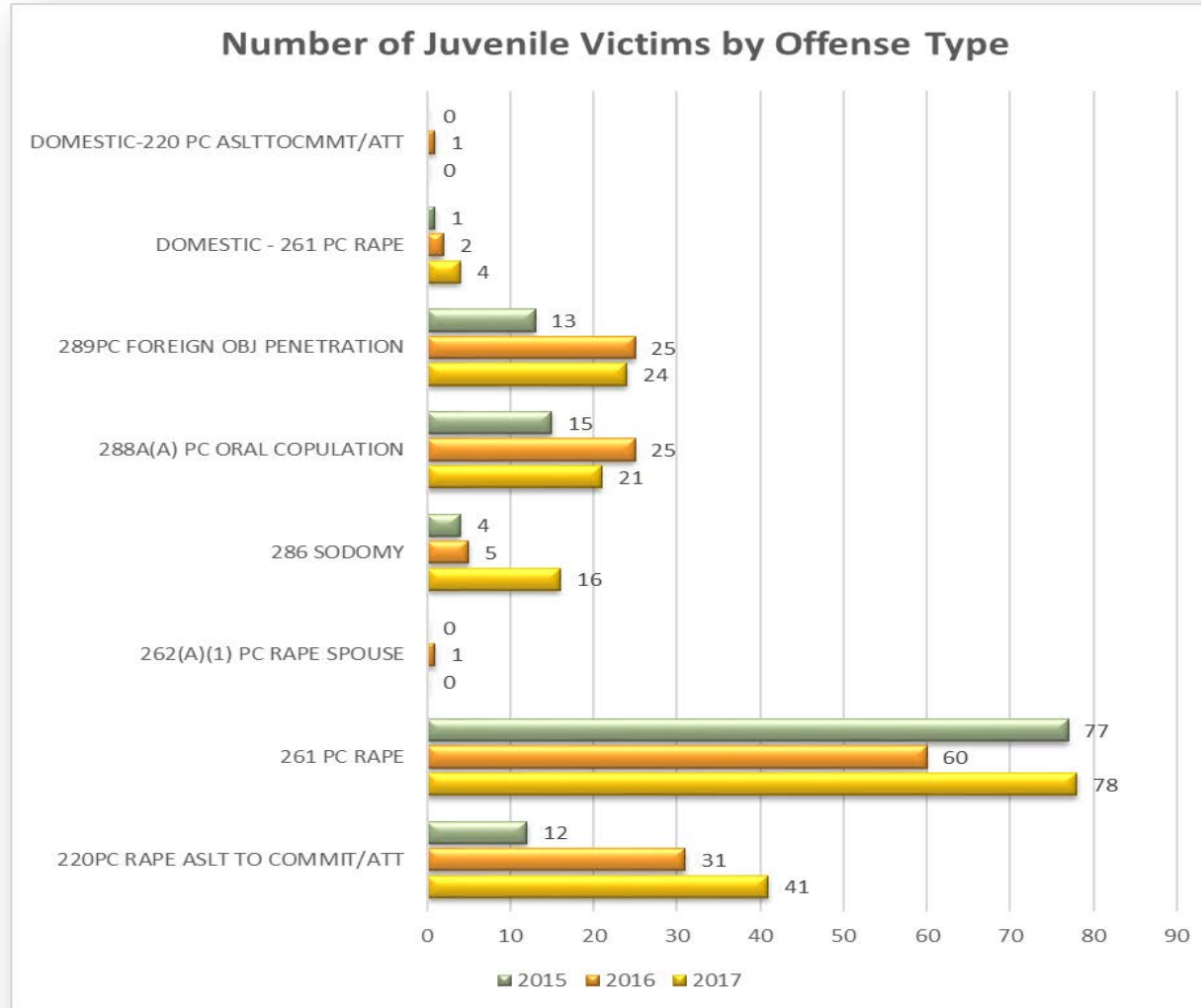
AGE	TOTAL
48	11
49	12
50	15
51	4
52	10
53	5
54	4
55	7
56	5
57	9
58	4
59	7
60	4
61	5
62	1
63	3
64	0
65	4
66	2
67	1
68	0
69	0
70	1
71	2

AGE	TOTAL
72	0
73	2
74	1
75	0
76	0
77	0
78	1
79	1
80	0
81	1
82	1
83	0
84	0
85	0
86	0
87	1
88	0
89	0
90	0
91	1
92	0
93	1
UNK	27
Total	1406



Offense Type

Juvenile Sexual Assault Victims, 2015-2017



Age of Suspect

All Sexual Assault Suspects (Adult & Juvenile) 2015-2017

AGE	TOTAL
5	1
6	1
7	0
8	0
9	2
10	1
11	2
12	6
13	10
14	11
15	15
16	26
17	32
18	26
19	22
20	19
21	26
22	28
23	22
24	23
25	19
26	22
27	17
28	22

AGE	TOTAL
29	22
30	16
31	14
32	19
33	20
34	13
35	21
36	18
37	19
38	15
39	17
40	12
41	7
42	12
43	7
44	15
45	10
46	14
47	14
48	7
49	8
50	7
51	9
52	11

AGE	TOTAL
53	5
54	6
55	6
56	5
57	4
58	5
59	6
60	3
61	5
62	2
63	4
64	3
65	3
66	3
67	2
68	1
69	0
70	0
71	2
72	0
73	1
74	0
75	0
76	0
77	0

AGE	TOTAL
78	1
79	0
80	0
81	2
82	0
83	0
84	0
85	1
86	0
87	0
88	0
89	0
90	0
91	0
92	0
93	0
94	0
95	0
96	1
UNK	641
Total	1392



Emerging Issues: Supervision & Span of Control

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BFO Sergeant Staffing

Previously

- 74 Sergeants + 10 vacancies + 12 paycars = 96 Sergeant spots

Current (as of March 2018 shift change)

- 68 Sergeants + 28 vacancies = 96 Sergeant spots
=> 44 Sergeants covering 1 district (44 teams)
24 Sergeant covering 2 districts (48 teams)
= 92 teams with Sergeant coverage + 4 vacancies**

**4 vacancies to be filled after May 2018 sergeant promotions



BFO Sergeant Staffing

- After promotions, 0 vacancies and 0 pay cars
 - Additionally, 6 relief Sergeants - 1 per shift on both sides of the week
- Every team will have a permanent supervisor
- Greater team accountability
- Combined districts** include:
 - Mary/ William
 - Tom/ Adam
 - King/ Edward
 - Nora/ Frank

**Combined on all three shifts on both sides of the week



BFO Sergeant Staffing

Sergeant to Officer Ratio

Currently

- Sergeant to Officer ratio - one team, 1:4 to 1:9
- Sergeant to Officer ratio - two teams, 1:8 to 1:10

Future

- One Sergeant per team
- Sergeant to Officer ratio 1:4 to 1:9



Other Matters of Interest: Run, Hide, Defend Program

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RUN, HIDE, DEFEND PROGRAM

Columbine High School



Virginia Tech University



Oikos University



Sandy Hook Elementary School

RUN, HIDE, DEFEND PROGRAM

- School Liaison teaches the program to school staff
 - In-service day
 - 30-60 minutes
 - Public, private, charter, denominational
- School staff given 1 week to teach students the program
- Drill conducted giving classes 2 minutes to set up
- School Liaison then rates the school/teachers & provides a debrief



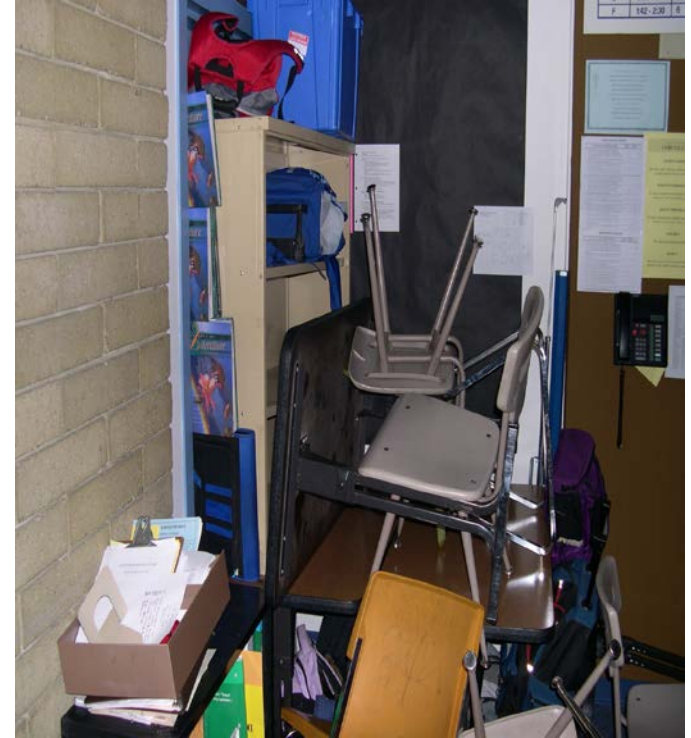
RUN

- Decide if you can escape safely
- If it is safe, run as fast as you can away from the direction of the gunshots
- DO NOT stop running until you are far away from the area
- Leave your belongings behind
- If possible, help others escape
- When fleeing from danger, keep buildings, cars, or other objects between you and the threat
- Call 911 when it is safe



HIDE

- If escape is not feasible, then hide
- Lock the door, turn off the lights, and close the blinds
- Create a barricade at the door(s)
- Take cover
- Silence your cell phones and turn off vibrate mode
- Remain quiet
- Move away from doors and windows
- Do not open the door for anyone. Police will open the door when the situation is safe.



DEFEND

- THIS IS A LAST RESORT OPTION
- COMMIT TO YOUR ACTIONS
- Act as aggressively as possible
- Improvise weapons
- Attack in a group (junior high & above)
- Yell and make loud noises to disorient the shooter
- If possible, grab the shooter's limbs and head, take them to the ground and hold them there



ARRIVAL OF LAW ENFORCEMENT

- First priority – eliminate the threat
- Officers will advance to the area where the last shots were heard
- Initial officers will not tend to injured victims nor stop to speak



ARRIVAL OF LAW ENFORCEMENT

- Remain calm
- DO NOT approach officers
- Follow all instructions given
- Put down any items and DO NOT pick up weapons
- Raise hands and spread fingers
- Avoid quick movement and screaming at officers
- If barricaded in a room, DO NOT open the door



SHELTER IN PLACE

Situations where there is no immediate threat to the school:

- Dangerous incident in the surrounding neighborhood
- Dangerous incident at a nearby school
- Any situation where keeping students inside is the safest alternative

Source: University of Baltimore Online Archives



SHELTER IN PLACE CONSIDERATIONS

- Lock all doors, close windows (no barricades)
- Remain inside; engage in normal indoor activities
- Keep movement outdoors to a minimum
- Use buddy system with at least one adult when leaving classroom
- Before leaving classroom, notify office or next door classroom
- If students are to be released, it should be by a direct hand off at a location determined by the school administration
- School administrators may give the “All Clear” announcement
 - No special code

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Source: University of Baltimore Online Archives



Emerging Issues: Budget Status

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Training Costs Compared to Vacancy Savings

July through March

Training Costs July through March	Academy Recruits	Recruits in FTO	BFO Backfill Costs	Total Cost
2016-2017	\$2,533,992	\$1,170,606	\$6,463,711	\$10,168,309
2017-2018	\$5,522,253	\$3,666,982	\$5,860,948	\$15,050,183

Vacancy Savings July through March	Avg Sworn Vacancies	Vacancy Savings
2016-2017	183	\$16,057,715
2017-2018	106	\$10,445,429



Mission Critical Overtime BOA

	April 2017 - March 2018 Hours	April 2017 - March 2018 Cost
Communications	28,376	\$ 1,543,146
Recruits	8,791	\$ 302,436
Academy	13,268	\$ 1,104,795
Subtotal - Critical Hours	50,435	\$ 2,950,377
Remaining BOA OT	40,068	\$ 3,197,473
BOA Total	90,503	\$ 6,147,850



Mission Critical Overtime BOI

	April 2017 - March 2018 Hours	April 2017 - March 2018 Cost
FVU Follow Up/Mand OT	373	\$ 36,878
GIU Follow Up/Mand OT	3,358	\$ 332,442
Homicide Follow Up/Mand OT	17,519	\$ 1,734,361
VCU Follow Up/Mand OT	3,438	\$ 340,313
Robbery Follow Up/Mand OT	6,311	\$ 624,789
Juv/Missing Persons Follow Up	659	\$ 65,241
FCU/Burg Follow Up	4,205	\$ 416,246
SAIU Follow Up/Mand OT	6,682	\$ 661,518
MMJ Follow Up	94	\$ 9,286
CRU Follow Up/Mand OT	9,042	\$ 895,158
HT Follow Up	470	\$ 46,481
Assaults Follow Up/Mand OT	1,240	\$ 122,760
Investigative Support Follow Up/Mand OT	1,085	\$ 107,463
Subtotal - Critical Hours	54,474	\$ 5,392,934
Remaining BOI OT	21,850	\$ 1,569,125
BOI Total	76,325	\$ 6,962,059



Mission Critical Overtime BFO

	April 2017 - March 2018 Hours	April 2017 - March 2018 Cost
Gang Suppression	5,000	\$ 394,484
Suppression Cars	19,837	\$ 1,923,467
Downtown Foot Patrol	7,303	\$ 719,479
EZ	7,433	\$ 764,774
Patrol Hold Over	8,377	\$ 829,274
Patrol Follow up	16,177	\$ 1,601,523
Airport	43,527	\$ 4,569,865
FTO Recruits	11,592	\$ 358,339
BFO Backfill	82,844	\$ 8,092,557
DSU	1,635	\$ 126,316
Subtotal - Critical Hours	203,723	\$ 19,380,078
Remaining BFO OT	132,132	\$ 10,483,588
BFO Total	335,855	\$ 29,863,665



Performance Measures

Performance Measures (Fiscal Year)	2013-2014	2014-2015	2015-2016	2016-2017	2017-18 Est*
# of officer initiated calls	70,657	68,785	70,160	67,291	78,900
Cases Received	58,941	61,910	56,448	58,150	60,000
Cases Assigned	23,135	25,408	22,680	24,311	30,200
Calls for Service (Calendar Year)	2013	2014	2015	2016	2017
All Calls Responded	306,921	300,850	303,167	302,215	312,529
UCR (Calendar Year)	2013	2014	2015	2016	2017
Homicide	38	32	30	47	32
Rape	270	306	375	451	571
Robbery	1095	1072	1140	1214	1,376
Aggravated Assault	1812	1832	1855	2175	2,209
Total Violence Crimes	3,215	3,242	3,400	3,887	4,188
Burglary	5173	5167	4896	4260	3,926
Larceny	12411	11850	13138	12786	13,329
Vehicle Theft	7926	7560	7001	7703	8,068
Total Property Crimes	25,510	24,577	25,035	24,749	25,323
UCR Grand Total	28,725	27,819	28,435	28,636	29,511



Sworn Staffing Levels as of April 2014 to 2018

	4/3/2014	4/3/2015	4/1/2016	4/6/2017	4/6/2018
Authorized sworn staffing	1109	1109	1109	1109	1109
Sworn Vacancies	90	147	190	177	71
Net sworn staffing	1019	962	919	932	1038
MINUS					
In FTO	1	5	3	12	45
Recruits in Academy	46	38	18	59	107
EQUALS Street-ready sworn	972	919	898	861	886

