



# Projecting Staffing Needs



# Why Now?

- Portlanders want a relationship with their police. Walking beats, investigative follow up, timely response to emergencies and non-emergency calls for service.
- Portlanders want officers that are rested, healthy and motivated to serve our community and to be accountable for their actions.
- Portlanders expect a fiscally responsible Police Bureau with less reliance on overtime and operating within a properly funded budget.
- By increasing the number of officers, we can improve community outreach, be more effective and less intrusive with crime reduction strategies, reduce the reliance on overtime, provide higher level of service and create a work environment where PPB members are thriving.

# Why now?

- The City of Portland is leading a regional time of renewal. Community safety is a cornerstone for this growth to continue and materialize in a manner that supports all Portlanders, the region and the State of Oregon. PPB is a critical partner in this work.
- Safety and the sense of safety provides predictability and decreases our feeling of vulnerability so that we are more likely to positively engage with one another through life, work and play.



# Projected Staffing needs based on Number of Sworn per 1,000 Population

1,037

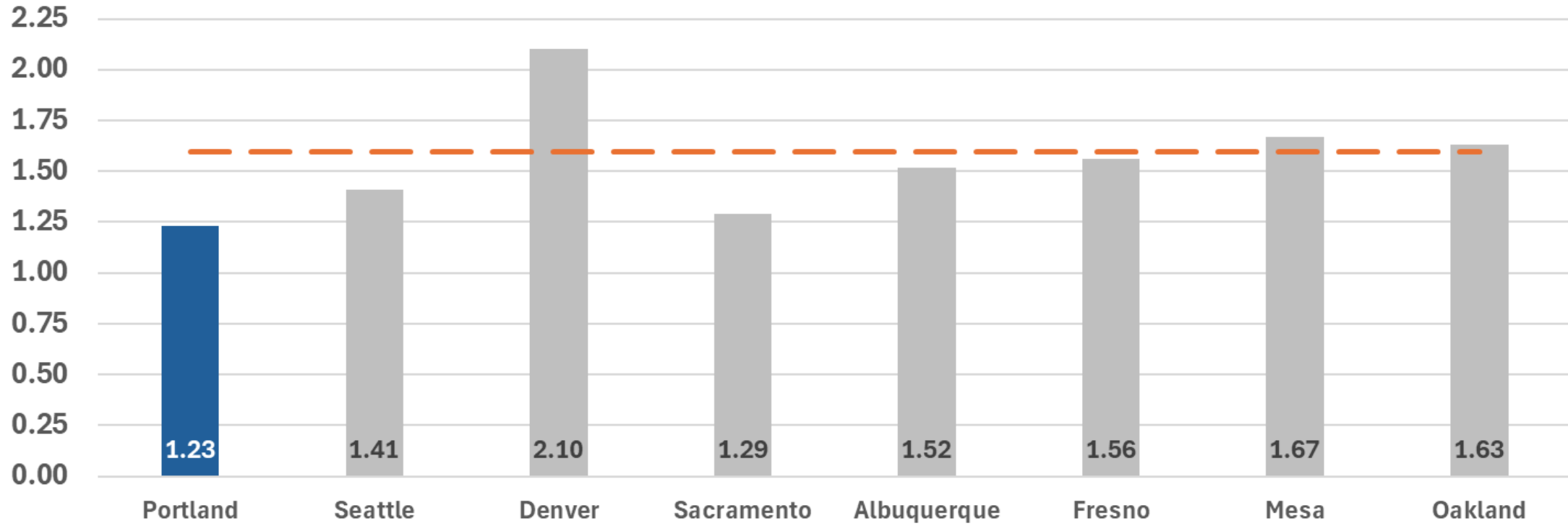
calculated by dividing Portland's population by 1,000 and multiplying it by the average number of sworn per 1,000 for the comparable Cities.

Comparable Cities: Seattle, Denver, Sacramento, Albuquerque, Fresno, Mesa, and Oakland



Sworn Per 1,000

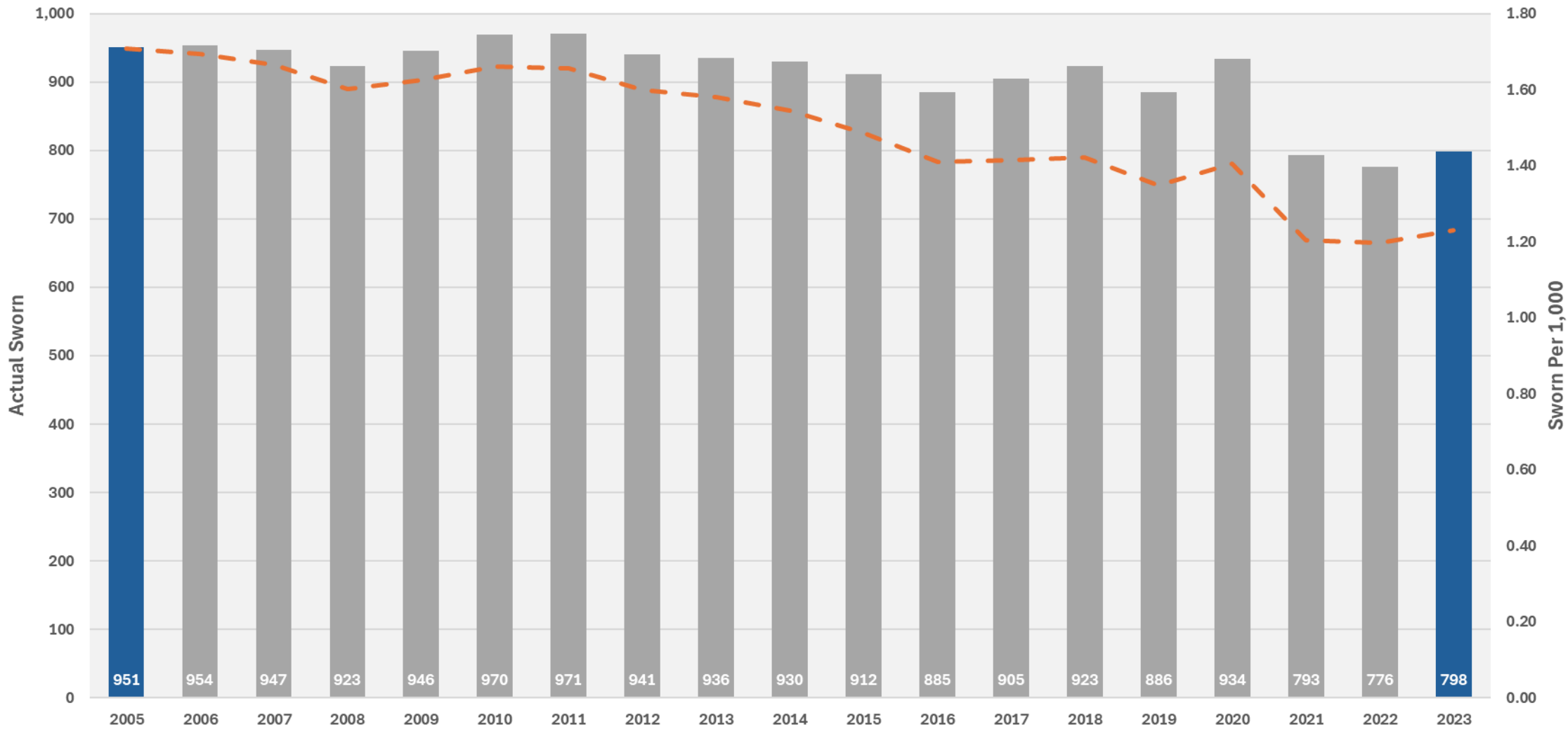
## Sworn Per 1,000 Population for 2023



The PPB is the lowest per 1,000 of comparable cities, and well below the average of the combined cities



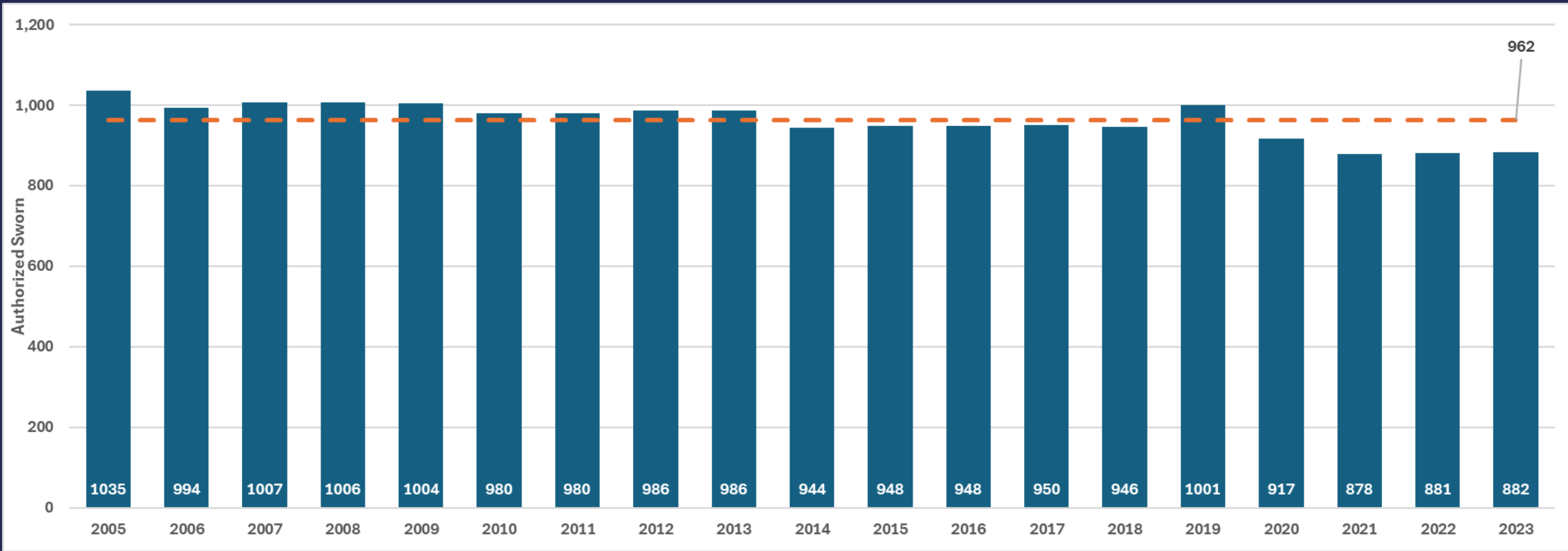
# Sworn Per 1,000 History



The PPB has approximately 1 less sworn officer per 2,000 persons today than we did in 2005



# Authorized Sworn



The PPB is currently down 8% of the average number of authorized sworn since 2005, with the peak being over 150 more officer authorized.

# INTEGRATE EVIDENCE-BASED POLICING TO REDUCE CRIME



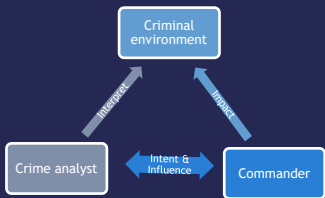
- Data-Driven Policing - Analysis informs command decision making, resource allocation, strategic planning, organizational accountability & transparency.

- PANDA POLICING MODEL- Focus on problem identification to address emerging issues, collaborate with Community & City partners to implement solutions to root cause.

- Evaluation Focused - identifying interventions that work to address community concerns by measuring effectiveness.

- Intelligence-Led Policing - additional follow-up and focus on gathering quality information to improve case solvability, allocation of investigative resources, & case clearance.

- Integrate collaborative response to Problems, Places, and People to reduce crime and the fear of crime by transforming the dynamic between police and the community we serve.





# Return on investment (ROI)

- **Improved response to calls for service.**
  - Improved response times by increasing the number of officers.
  - Enhanced service to community.
- **Increased patrol follow-up improving case solvability.**
  - Enhanced ability spend more time following up on cases.
- **More crime reduction with reduced reliance on overtime.**

# ROI continued

- Enhanced community engagement & relationship building
- Ability to get appropriate response to incident and dedicate sufficient time to address potential issues.
- Increased visibility in the community.
- Improved ability to adapt resources to address crises without negatively impacting patrol response or case clearances.
- Enhanced officer wellness, decreased potential burnout.
- Decrease negative outcomes related to under staffing, improve recruitment and retention
- More Investigators, better clearance rates
- Safer Communities!!!