

Office of Mayor Charlie Hales
City of Portland

REPORT TO COUNCIL

DATE: April 2, 2015

TO: City Council

FROM: Mayor Charlie Hales

SUBJECT: Accept report from Matrix Consulting Group on the Portland Police Bureau Staffing Study

I am pleased to submit for your consideration a report from Matrix Consulting Group on their staffing and organizational analysis of the Portland Police Bureau.

The Fiscal Year 2013-14 Adopted Budget contained a budget note directing the Police Bureau to conduct a staffing analysis incorporating, shift configuration, call classification and response time goals, patrol district size, volume of calls for service, and officer safety requirements.

This original scope was later broadened by City Council to include the following items:

1. Assess how efficiently the bureau is organized to conduct operations with current resources
2. Assess how productively personnel and other resources are used to conduct current operations
3. Specify appropriate levels of personnel needed to conduct operations;
4. Identify crimes, victims and police services that require more effective response than what is currently provided
5. Identify proper police functions in conjunction with community expectations regarding public safety which are not being performed
6. Identify functions performed by the bureau that can be performed more effectively by alternate means
7. Assess the degree to which the bureau is incorporating contemporary philosophical and programmatic innovations
8. Examine overall efficiency seeking cost-savings without impacting service and community safety
9. Ensuring spans of control are appropriate to effectively and cost-efficiently accomplish city and bureau goals

Matrix Consulting Group was contracted to provide this evaluation and a package of recommendations. They gathered a great amount of data and input to ascertain what is desired from the police bureau by city leadership, community members and police bureau members.

The Executive Summary (provided in the council packet) identifies many areas in which the police bureau is already successful (see tables on pages 4-6). The approximately 90 individual recommendations (summarized in a table on pages 8-15) range in complexity from reclassifying a sworn position to creating entirely new units.

Some of the recommendations have already been implemented. Chief O'Dea created the recommended fourth branch to better distribute management responsibility at the highest ranks. Others are in process, like acquiring a new records management system. The Regional Justice Information Network (ReJIN) is scheduled to go live this month. This system will work to resolve various information and personnel management issues identified in the study.

Additional recommendations will need further examination in light of changing community priorities and needs, and available resources. Our goal is to create efficient and effective operational outcomes which will provide the community the levels and types of service they desire.

This brief presentation at Council is meant to provide a basic overview of findings and allow Council Members to ask questions which may relate to this year's budget cycle discussions. The full 219-page staffing study will take time to examine and plan for useful implementation. Police Chief Larry O'Dea and my policy director, Deanna Wesson-Mitchell look forward to working with individual council offices on the areas of most interest to them.

A link to the full report will be provided by the Council Clerk prior to the hearing.


Sincerely,



Charlie Hales
Mayor of Portland

Agenda No.
REPORT
Title

Accept report from Matrix Consulting Group on the Portland Police Bureau Staffing Study (Report)

<p align="center">INTRODUCED BY Commissioner/Auditor: Mayor Hales</p>	<p>CLERK USE: DATE FILED <u>APR 03 2015</u></p>
<p align="center">COMMISSIONER APPROVAL</p> <p>Mayor - Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p align="center">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By:  Deputy</p>
<p align="center">BUREAU APPROVAL</p> <p>Bureau: Office of Mayor</p>	
<p>Prepared by: Rachael Wiggins Date Prepared: 12/9/2014</p>	<p>ACTION TAKEN:</p> <p align="center">APR 08 2015 ACCEPTED</p>
<p>Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	
<p>Council Meeting Date April 8, 2015</p>	

<p align="center">AGENDA</p>
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: <u>2:00 PM</u></p>
<p>Total amount of time needed: 1 hour (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz <input checked="" type="checkbox"/>	
2. Fish	2. Fish <input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman <input type="checkbox"/>	
4. Novick	4. Novick <input type="checkbox"/>	
Hales	Hales <input checked="" type="checkbox"/>	