



## City Performance Management

### 2022 Q2 SB Stat Post-Meeting Memo

#### Police Stat Project Portfolio

Project	Brief Description
Quarterly Public Safety Updates	Quarterly public briefing on top priority public safety metrics and topics
Improve diversity in police recruiting pool and workforce	Review of recruitment practices, data, and possible interventions
Part I Crimes Audit	Audit of 2021 Aggravated Assault with Firearm victim counts
2022 Staffing Study	Evaluate staffing levels and finalize staffing study
21CP Progress Report	Compilation of steps taken to meet 21CP recommendations

#### Next Steps Identified at Stat Meeting

##### KPI/Core Operations

- Explore general interest in making the transparency hub dashboards mobile friendly
- Look into possible comparative cities for the staffing study
- Add a new KPI for future Stats based on the SBPD officer interaction survey

##### Process Improvements around Recruitment & Retention

- Improvements Already Underway:
  - Lateral Transfer Bonus
  - Holding a Training Academy in SB
  - Continue Prospect Days; Host at least one more in 2022
- Basic Process Improvements:
  - Reestablish use of text reminders in the application process
  - Adjust application questions that are overly invasive
- Possible Interventions:
  - Conduct a Longevity Bonus Frequency Analysis to assess when officers leave the department
  - Conduct an Employee Engagement Survey to assess what prompts officers to leave and general department satisfaction

#### Potential Topics next SB Stat Meeting

- TBD