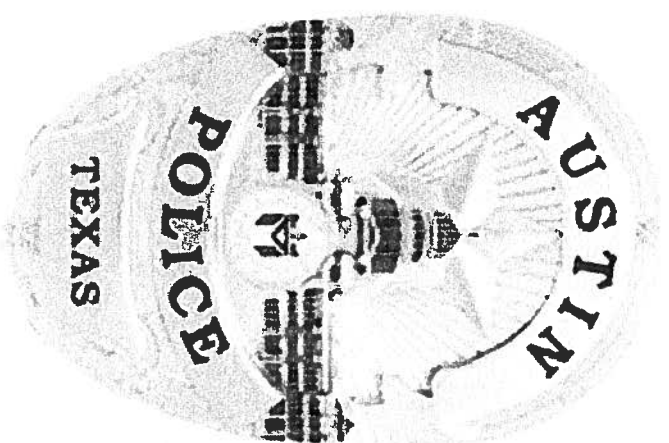


**Austin Police Department Patrol
Utilization Study 2012
Departmental Analysis**



- Officers per thousand ratios are frequently used to compare departments to each other, but they have little value because they do not provide insight into how officers are used.
- PERF's workload analysis of the APD Patrol and Investigative functions showed an immediate need for an additional 257 officers (155 officers, 78 detectives, and 24 sergeants), a need that must be fulfilled by 2017. This translates to an immediate need of 1975 officers. At a rate of 2.0 officers per thousand and assuming an annual growth rate of 2.3%, APD would only have 1846 officers by 2017.
- PERF's review found the APD to be a very busy department, struggling somewhat to keep up with calls for service response and the incoming flow of criminal cases that need investigation.
- If the Department and City want more patrol officer time for community engagement, problem solving and/or responding to "hot spots" discovered by the CompStat process, positions will need to be added to the sector patrol.
- The current patrol staffing level of 616 (81 current vacancies, 57 of those vacancies are on patrol) leaves officers with little to no time to perform community engagement activities, problem solving, and hot spot patrol.

- Benchmark cities: Fort Worth, Memphis, Portland, San Francisco, San Jose, & Seattle
- APD officers have a higher percentage of their time spent on calls-for-service than other agencies PERF has studied, including two benchmark cities (San Francisco and Memphis).
- PERF conducted a phone survey of Austin residents and some of their findings were:
- Solving property crimes should be a higher priority with APD.
- A large majority of respondents stated APD should devote more time to solving violent crimes. Less than half of respondents believed that APD has enough officers on the streets to maintain a low crime rate.
- Survey respondents were evenly split on whether APD has enough detectives to effectively solve crimes.
- Residents are overall satisfied with the police service they are getting.

Benchmark Data

- PERF noted that while benchmarking is useful for providing “at a glance” comparisons, it should not be used as the sole basis of making fundamental or structural changes to a police department.
- APD has the third highest overall sworn staffing level among benchmark agencies, however with regard to officers per thousand, Austin ranked fourth among benchmark agencies.
- Staffing for APD’s patrol function is lower than most of the benchmarking agencies.
- Austin’s patrol officers as a percentage of total sworn officers is the lowest among all benchmarking agencies.
- Austin’s patrol officers per thousand is the second lowest among benchmark agencies.
- Austin has more investigators than any of the benchmarking agencies. PERF also noted that most of APD’s investigatory units need additional staffing.
- Austin has the second highest percentage of investigators as a percentage of total sworn.
- Austin has more sworn personnel assigned to Traffic than any other benchmark agency. PERF noted this is not surprising given Austin is the state capitol, hosts many dignitaries, is home to many protests, and the State Police do not patrol the highways within the city limits. Additionally, Austin is usually rated in the top ten large cities with the most traffic congestion.
- Austin has more sworn personnel assigned to Support Units than any of the benchmark agencies. It should be noted that PERF also identified APD needs additional personnel assigned to most of these support units.

- Recommended additional officer positions:
 - Patrol-90
 - District Representatives-10
 - Metro Tactical Teams-41
 - Canine-2
 - Air Operations-4
 - Recruiting-1
 - Parks Unit-7
 - Special Events/Executive Protection-1
- Recommended additional corporal positions
 - Park Unit-4
 - Also upgrade one of the current officer positions to a corporal
- Recommended additional detective positions:
 - Homicide-7.7
 - Robbery-6.4
 - Sex Crimes-3.7
 - Child Abuse-10.5
 - Domestic Violence-3.8
 - DVERT-3.8
 - Auto Theft-.2
 - Burglary-5.1
 - Regional Detectives-32
 - Vehicular Homicide-5
- NOTE: Financial Crimes recommended to lose 2 detective positions

- Recommended additional sergeant positions:
 - Patrol-10
 - Investigations-7
 - Metro Tac-2
 - Regional Detectives-4
 - Park Unit-1
- Potential Officer positions that could be civilianized:
 - Training-2
 - Risk Management-5
 - Fusion Center/ARIC-5
 - Technology-8
 - Real Time Crime Center-9

Other findings:

- The high number of burglar alarms, 5.2% of the total dispatches, indicates that a re-examination of the city's alarm ordinance may be warranted.
- Move 2 detective positions from Narcotics Team 1 to Narcotics Team 2
- Utilize SW/AT to assist in other daily missions such as patrol in high crime areas and assisting the Gang unit.
- Fill Court Services vacancies to reduce overtime cost
- Continue to pursue a magistrate court
- Work with the courts to implement video arraignment
- If Recruiting takes over the responsibility for background investigations on civilian employees, they may need additional staff.
- Add a civilian videographer to the Continuing Education staff
- Upgrade two positions in Training to corporals so each Cadet sergeant has a corporal
- Begin a new cadet class every 4 months with a normal class size of 40 cadets
- The Department should add 2 full time civilian firearms instructors in 2013
- Look for opportunities to civilianize other positions within the Learned Skills Unit.
- Civilianize positions within the Risk Management unit over time that do not require the qualifications of a sworn officer.
- In 2012, review each function in the Fusion Center to determine if it can be civilianized.
- Over time, replace Technology Unit sworn personnel with civilians.
- After a year of operation, evaluate whether the nine officers assigned to the Real Time Crime Center can be replaced by retired officers, officers on long-term disability, or civilians.