



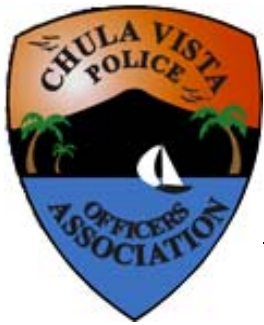
Public Safety in Chula Vista

~ **The Police Department Budget** ~

Current and Historical Expenditures and
Proposed Reductions for FY 2010

Chula Vista Police Officers' Association

December, 2008



The “Thin Blue Line”

SOURCE: SANDAG

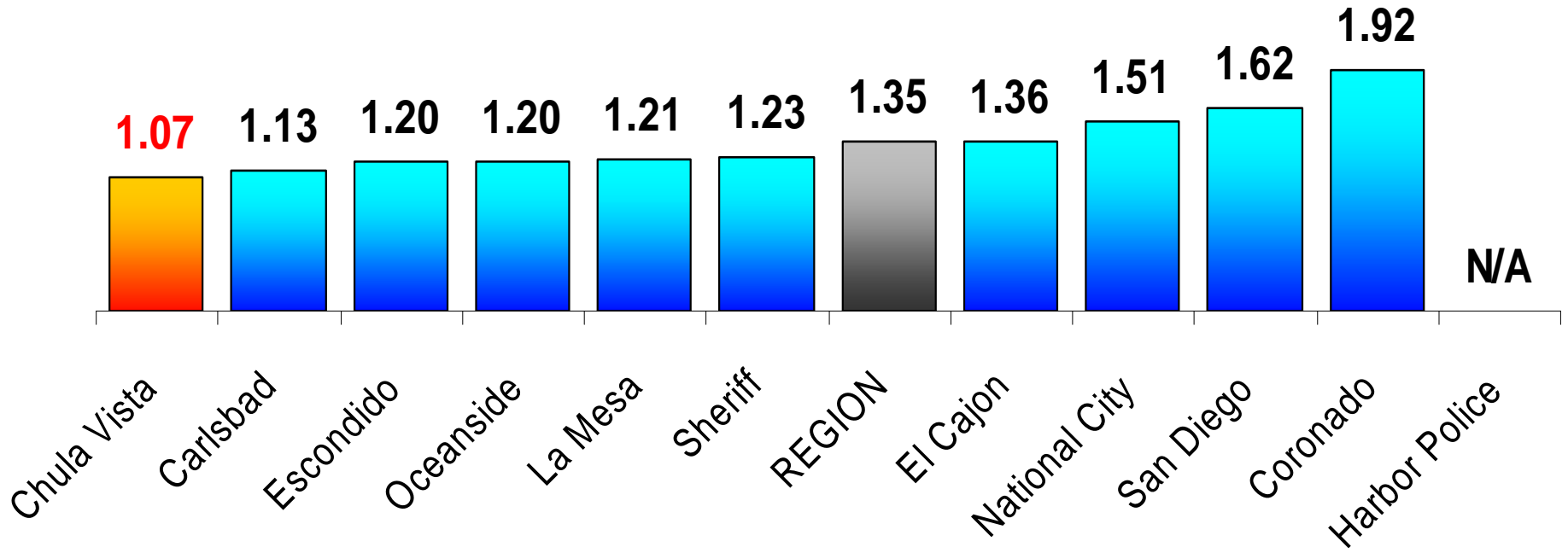
- Chula Vista maintains the least number of officers per capita in the county
 - (Number of officers per 1,000 population)
 - “Officers per capita” is widely accepted as the standard by which to measure police protection
- Currently 1.05 officers per capita
 - The countywide average is 1.35 per capita
 - The national average is 2.30 per capita



Officers per Capita

SOURCE: SANDAG

- FY 2007-2008: 1.07 officers per 1,000 population
- FY 2008-2009: 1.05 officers
- **After Proposed Cuts: 0.98 officers**
- Region Average: 1.35 officers
- National Average: 2.30 officers





Leanest Police Department

SOURCE: SANDAG

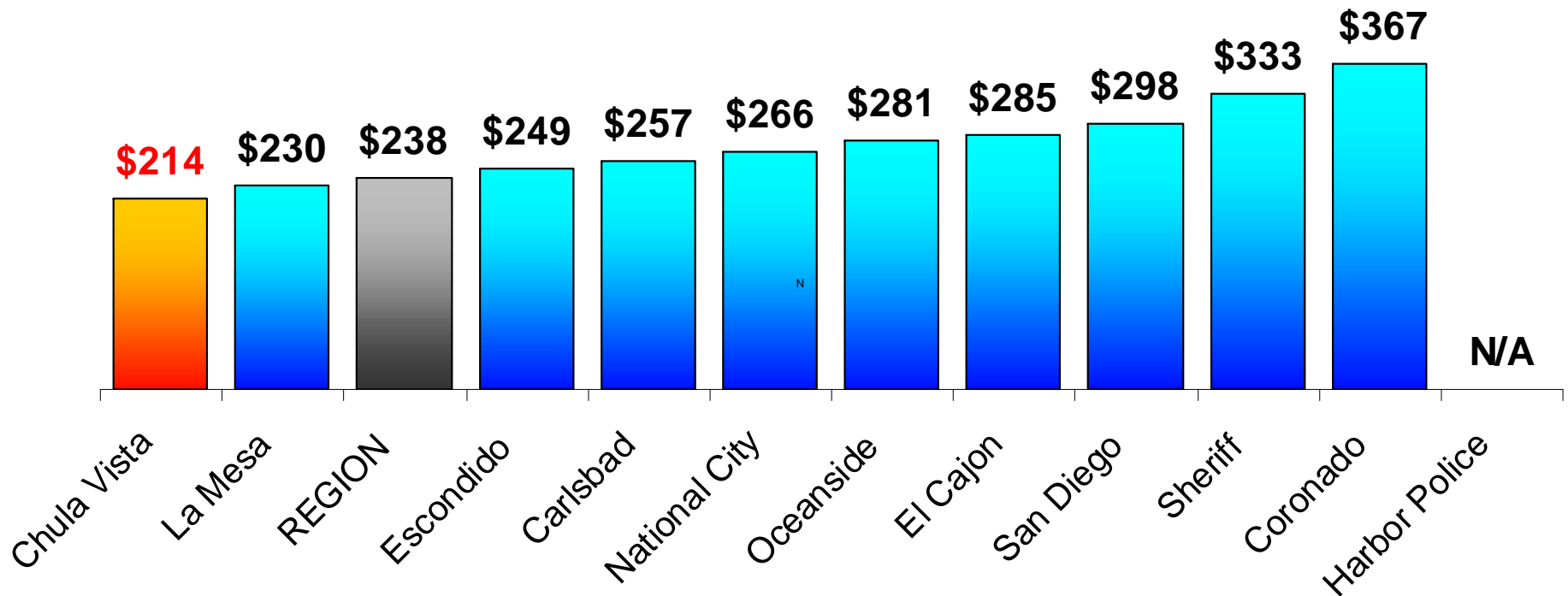
- Chula Vista spends little on police services
 - The least amount per citizen in the county
- Currently \$214 per citizen
- Countywide average is \$278 per citizen



Law Enforcement Budgets

SOURCE: SANDAG

- FY 2007-2008: \$214 per citizen
- Region Average: \$238 per citizen





Cutting Into the Bone

SOURCE: *Budget Reduction Plan*, December 2008, City of Chula Vista

- Chula Vista already has worst officers per capita ratio in the county
 - 1.05 officers per 1,000 persons
- Current proposals suggest cutting 9.4% more of our police force
- These cuts would bring public safety to the dangerously low level of *less than 1 officer per 1,000 persons*



Cutting Into the Bone

SOURCE: *Budget Reduction Plan*, December 2008, City of Chula Vista

Proposed Reductions in Police Service

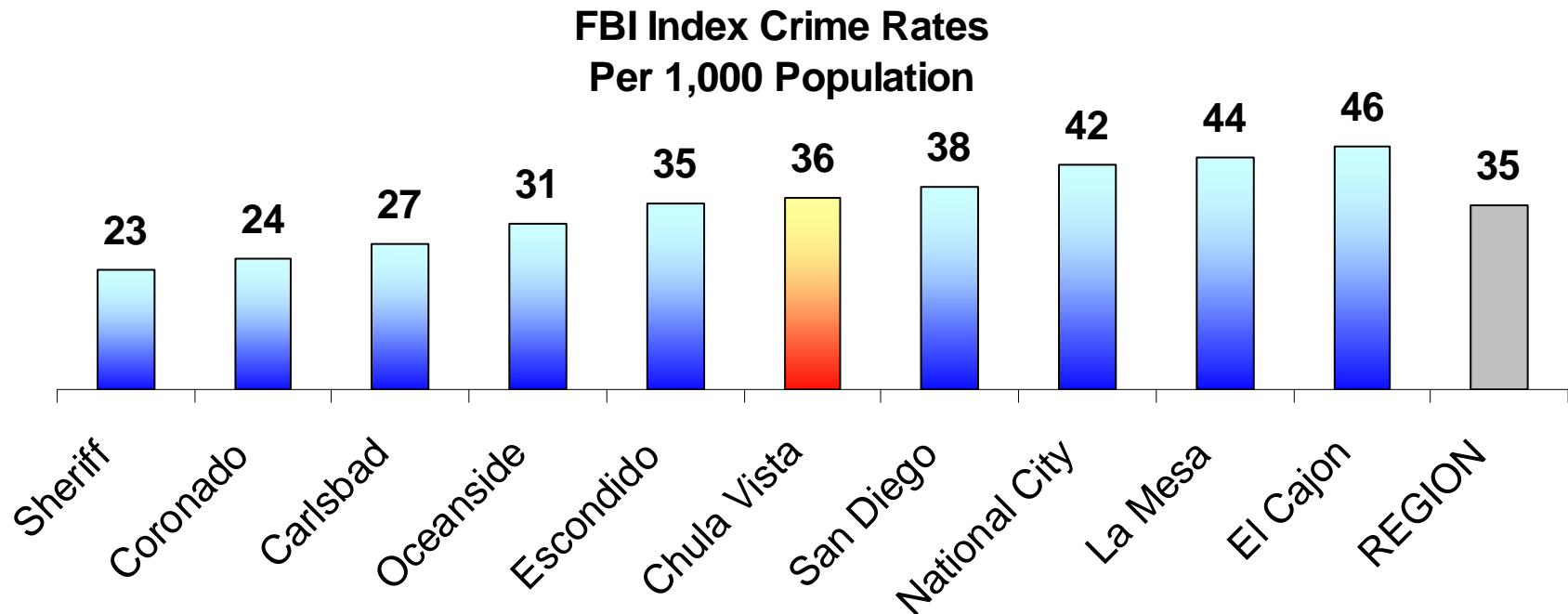
| | <u>Current</u> | <u>After Cuts</u> | |
|------------------------------------|----------------|-------------------|-----------------|
| Sworn Officers : | 244 | 221 | (-9.43%) |
| Officers per 1,000 Population : | 1.05 | 0.96 | |



Increasing Crime

SOURCE: SANDAG

- Chula Vista enjoys a median crime rate in comparison with the county





Heavy Workload

SOURCE: 2007 Chula Vista Police Department Annual Report

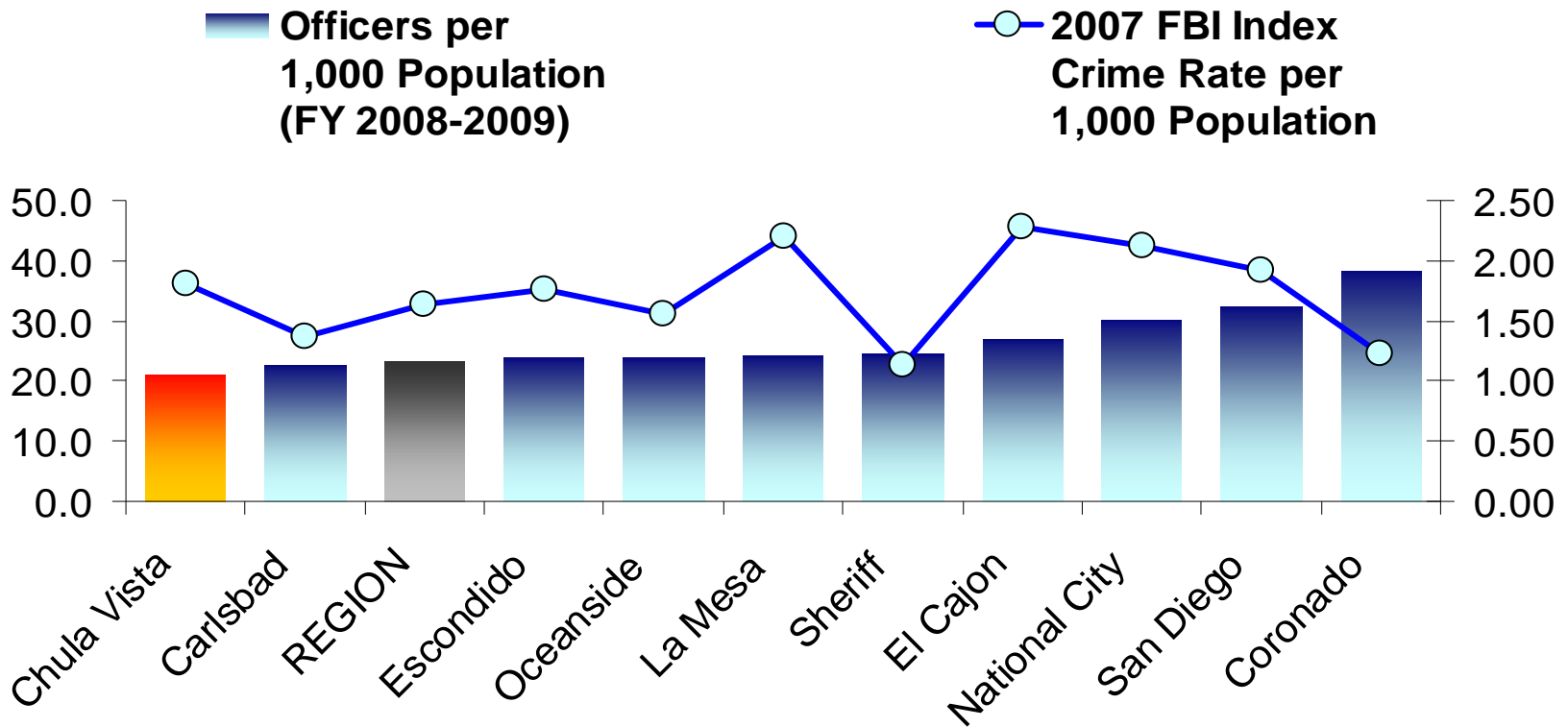
- In the City of Chula Vista
 - We employ the least number of officers per capita
 - We allocate the smallest amount of money per citizen for police services
 - We have among the largest gaps between crime and police strength
- Our police officers arguably work harder than most in the county
 - In 2007, Chula Vista officers handled 140,260 incidents



Officers vs. Crime Rate

SOURCE: SANDAG

- Compared to the crime rate, Chula Vista employs few officers to combat crime





Overall Workload

SOURCE: SANDAG

Comparison of Annual Workload

(SOURCE: 2004 SANDAG STUDY)



San Diego PD

1 call from every 2.75 citizens

1 officer handles 218 calls per year



Chula Vista PD

1 call from every 2.83 citizens

1 officer handles 315 calls per year

(30% more than SDPD)

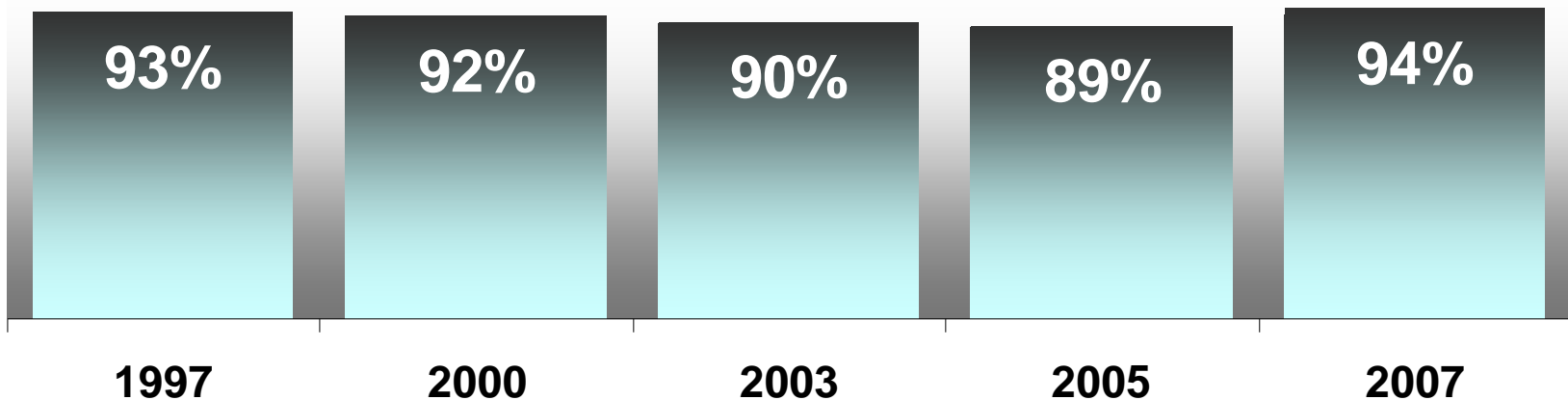


High Approval Rating

SOURCE: SANDAG

- Chula Vista officers maintain a 90% approval rating with the community. This while working with the fewest officers, the leanest budget, and the greatest workload.

% Residents Satisfied with Police Services





Moderate Pay and Benefits

SOURCE: Individual Agency Human Resources

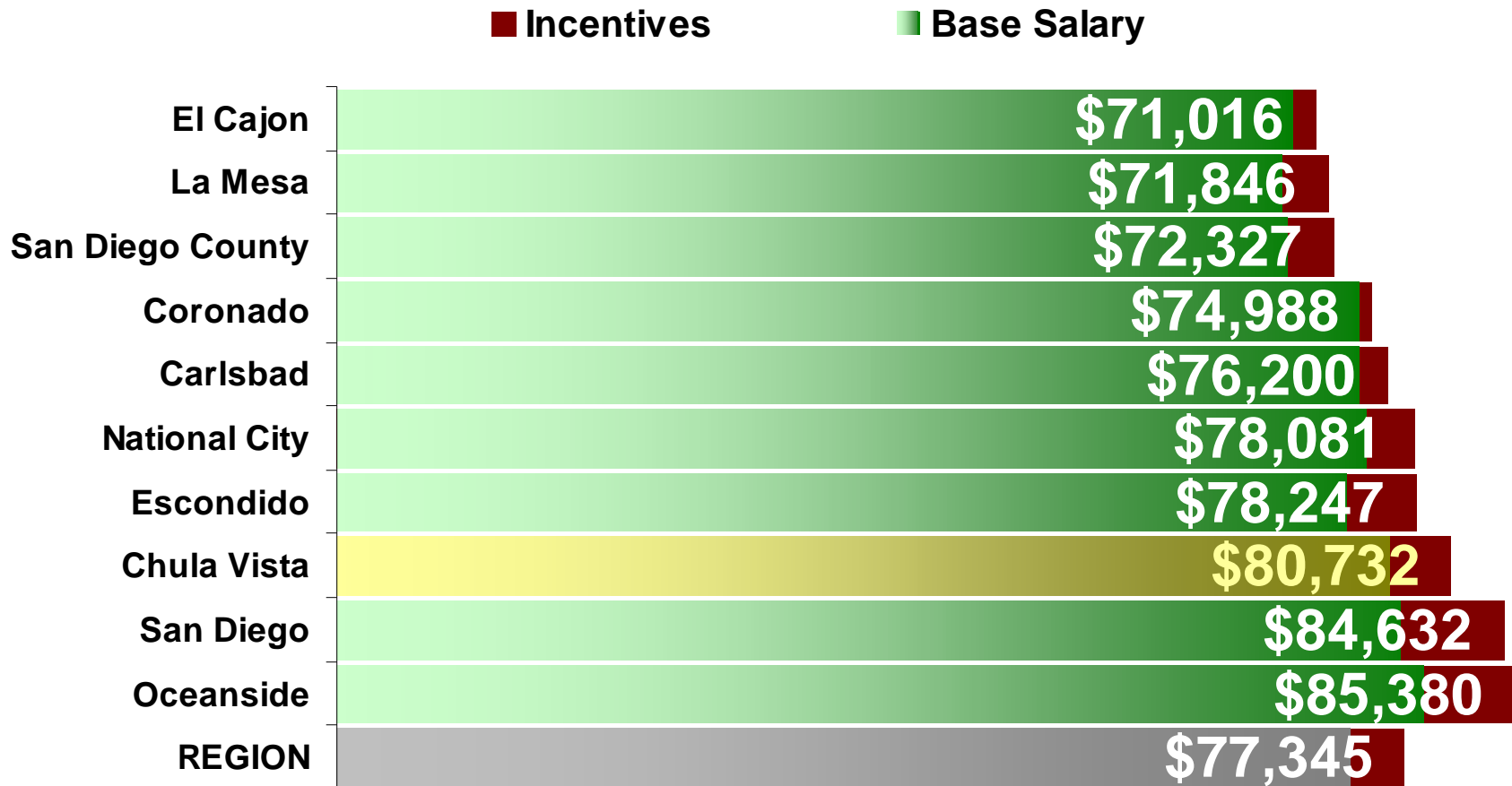
- Chula Vista must compete with other local agencies for quality employees
 - Previous experience has shown many prospective employees are overwhelmed by the amount of work we expect from our police personnel. This is because Chula Vista officers:
 - Work with less funding than any other agency in the county
 - Work with fewer officers per capita than any other agency in the county
 - Respond to more calls per officer than other agencies
 - Have among the highest per-officer workload in the county
- The pay rate of Chula Vista officers currently ranks 3rd in the county



Officer Pay Rate

SOURCE: Individual Agency MOUs

- Chula Vista ranks 3rd in the county for officer pay.





Retirement

SOURCE: Individual Agency Human Resources

- Chula Vista retirement benefits are commiserate with other local municipalities
 - All 18 local municipalities use “3% @ 50” retirement formula for safety employees
 - 13 of 18 municipalities contribute 100% toward employee retirement for safety employees
- Chula Vista has done this for over 10 years
 - It was the result of previous labor negotiations, where employees sacrificed one negotiated benefit (such as raises) for another (such as retirement contributions)



Shrinking Staff

SOURCE: FY2009 Budget, *Budget Reduction Plan*, December 2008, City of Chula Vista

- Since FY2007 Chula Vista has already cut:
 - \$4.7M from its budget
 - 8% of its staff (11 police officers, and 19 civilian employees)
- Current proposals would cut an additional 23 police officers, leaving only 221 officers to keep our city safe
 - The fewest officers since 2001, when:
 - Chula Vista population was 183,276
 - Chula Vista employed 220 officers
 - For comparison, today:
 - Chula Vista population is 231,305 (20% more than 2001)
 - Chula Vista employs 244 officers (10% more than 2001)



Contractual Q&A

- Who decides pay & benefits for officers?
 - There exists a Memorandum of Understanding (“contract”) between the City of Chula Vista and the Chula Vista Police Officers’ Association (CVPOA), which defines pay & benefits
 - It was negotiated by both parties in their own best interests
- Why are raises scheduled in 2009 and 2010?
 - In 2005, city administration convinced the CVPOA to accept the unusually long five-year contract currently in existence
 - In order to win this long-term agreement, city administration promised among other things:
 - A 3% pay increase in 2009
 - A 4% pay increase in 2010



Contractual Q&A

- **But times have changed. Will the CVPOA give back the promised raises?**
 - The CVPOA is working on exactly that. We are in the process of negotiating with city administration over pay & benefits, including the raises
- **Why doesn't the CVPOA just simply give the raises back?**
 - Chula Vista must resolve its budget crisis without risking the safety of its citizens
 - The CVPOA believes the current proposals will result in fewer cops working for reduced pay & benefits. Coupled with increasing crime, this will have a significant impact on the overall safety of our community.
 - Our officers arguably work harder than any others in the county, and our citizens deserve to recruit and retain the best and brightest officers
 - CVPOA understands the serious nature of the current budget shortfall and changing economic situation, but believes fixing the problem shouldn't rest solely on the backs of hard working employees
 - The CVPOA is striving to *work together* toward a fair and safe solution for everyone



Chula Vista Police Officers' Association

- The Chula Vista Police Officers' Association is currently working toward an acceptable compromise to help resolve the budget crisis.
- We are optimistic that we will find a fair and safe resolution to the shortfall.
- The CVPOA thanks you for your ongoing support, and asks for your continued patience during this difficult time.