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GROUP

City of Pittsburgh Bureau of Police

Transition Briefing



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Executive Summary



The Bureau of Police (BOP) provides law enforcement and public safety services to Pittsburgh's residents and visitors. The Bureau is organized into the Chief's Office and three branches, which are each led by a sworn Assistant Chief of Police. The most notable challenges facing the BOP are those of recruitment, retention, and training in an environment where traditional approaches are no longer sufficient.

Chief's Office

The leadership of the Bureau of Police is vested in the Chief, who is responsible for the government and efficiency of the Bureau. The Deputy Chief assists the Chief in the administration of the Bureau. The Chief's Office, through the Chief of Staff, also coordinates the Bureau's national initiatives and outreach programs. The Office of Strategy, Accountability, and Resiliency (OSAR), established in 2020, includes Professional Standards, which:

- oversees the Bureau's accreditation status; maintains overall responsibility for compliance to rules, regulations, General Orders, Special Orders, and Procedural Orders that guide the operation of the Bureau and its employees;
- initiates and ensures the timely completion of Critical Incident Reviews and reviews Bureau collisions;
- serves as the Bureau's Inspector General; and
- ensures that the Bureau and its employees maintain the highest standards of integrity, accountability, and ethics.

Responsible for the administrative functions of the Bureau of Police, which includes providing all training required to provide quality police services to the community and to maintain public trust. The Administration Branch is also responsible for processing court records and telephone report taking, warrant activities, maintaining evidence, and technology coordination and evaluation.



The Investigations Branch

Provides dedicated law enforcement support to the investigation and clearance of crimes against persons and property.

The Operations Branch

Responsible for providing law enforcement services to the citizens and visitors of the City of Pittsburgh. The Operations Branch oversees the Community Engagement Office (CEO) and youth outreach programs through the Community Resource Officers and the Neighborhood Resource Officers.

Community Engagement

Created in 2019, Community Engagement includes 4 other offices city wide, and each zone collaborates with the CEO. The Youth Advisory Council, a grant-funded program, and the Chief Advisory Council are being developed under this office. According to Tiffany Costa, the Director for Community Engagement, The Chief Advisory Council is more of a "concept" and has not been fully developed. The idea is for the Council to be modeled after the Stockton Advisory Council and will consist of a group of community members who would regularly meet with the Chief. The Stockton Center for Community Engagement and Service-Learning is housed at Stockton University in New Jersey and promotes the ideals of public service and social responsibility and serves the public good.



Training

The BOP training division usually conducts 1-2 new recruit classes each year. Due to no hiring "in the foreseeable future," and COVID, there have been no new recruitment classes in 2021. Training is conducted in rented space and does not include dorm style training.

Cadets train for up to 32 weeks and are allowed to go home each day.

The training division also provides training on CPR and Firearms. De-escalation training is newly created but has yet to be provided. An applicant must be 18 years or older, completed 60 hours of college credit, and live in the City (plus 25 air miles). The educational requirement is a local requirement that acts as a barrier to potential recruits, and critics believe having many officers living outside of the City decreases their community investment and engagement.

Hiring

For the last couple of years, there has always been a new recruiting class in queue. There were no classes in 2021. The process from application to releasing the officers on the streets, takes 18 months.

The Bureau mentioned the academy was cut because the department was over budget and due to the fall-out of "unrest." With no recruit class in 2021 and a loss of around 70 officers due to retirement, resignation, and death, there is concern regarding shift coverage and manpower. Officers are leaving but not being replaced. The Bureau estimates officer numbers will drop to the low 800s with the overlap of leaving and no new class. Chief Shubert believes the BOP will not see any relief regarding shift coverage and manpower until the summer of 2023, once a new recruit class is cleared to be on the streets. There are currently 257 officers at retirement age and there is over 50% of police department with officers on the force less than 7 years.



The BOP would like to have the budget amended in order to place more officers on the street. Mid-level management is needed with the promotion of 11/12 Lieutenants, who they have been waiting to promote. Retention issues have greatly impacted morale. Some officers are leaving for the suburbs and federal agencies. There are currently no restrictions for new recruits that requires them to stay on the force a certain amount of time post-graduation from the academy.

What staff changes, the current Administration intends to make in the police department remains to be seen, but local news source WPXI-TV reported on November 11, 2021, that Pittsburgh Mayor Bill Peduto plans to allocate funds to add five Colonels to the ranks of the Pittsburgh Police Bureau. These positions would be brand-new positions for the department. The new positions drew harsh criticism from the Police Officers' Union, which claimed there are more pressing needs.

"You're expanding command ranks while operation ranks continue to dwindle, for what purposes and at what costs? He (the Mayor) feels he needs to supervise his command staff rather than his field units," said Union President Bob Swartzwelder. *

* <https://www.wpxi.com/news/local/allegheeny-county/target-11-uncovers-major-restructuring-pittsburgh-police-bureau-union-takes-issue-with-proposal/XT5RKJHVYZBNLFB53NHBPPXYZI/>



Findings



Technology

Technology systems and data analysis capacity should be improved to enable real-time, data-driven problem-solving based policing methodologies. Modernization of technologies needs to be made available to officers.

Chief Advisory Council

The Chief Advisory Council will consist of a group of community members who would regularly meet with the Chief, is in an embryonic phase, and should be developed.

Training

A training curriculum dedicated solely to use of force decision making and de-escalation techniques should be prioritized and continued. As recruitment classes are impacted, so are other training classes. With the issues faced by the City of Pittsburgh regarding the relationship between the community and the police, the last resort should be the halting of any and all training.

De-escalation training is newly created but has yet to be provided. Based on the social climate and community-focused goals of the BOP, de-escalation training should be provided to new recruits, as well as current officers, immediately.

Hiring

Due to no hiring "in the foreseeable future," and COVID-19, there have been no new recruitment classes this year. COVID-19, the budget, unrest, or all three, have impacted the approval of new classes. Safety precautions need to be revisited and applied accordingly should the hiring freeze be lifted.



About the Agency



Contact Information

Bureau of Police (Department of Public Safety)

Scott E. Schubert, Chief

Police Headquarters 1203 Western Ave.

Pittsburgh, PA 15233

412-323-7800

Enabling Legislation

§ 116.01 - BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY.

- BUREAU CHIEFS.
 - The Department of Public Safety consists of the Police Bureau, the Fire Bureau, the Emergency Medical Services Bureau, and the Administration Bureau. Each of the bureaus that make up the Department of Public Safety shall be under the charge of a Chief who shall be the head thereof and shall have the same powers as a department director as defined in Chapter 111 of this Code.
 - Wherever the terms "Superintendent or Chief of Police," "Fire Chief," "Director or Chief of Emergency Medical Services," "Chief, Emergency Operations Center," or "Chief, Administration Bureau" appear elsewhere in the Pittsburgh Code, these terms shall be deemed to be equivalent to the heads of major administrative units as defined in the Pittsburgh Home Rule Charter.
 - The Bureau of Animal Care and Control falls within the jurisdiction of the Director of Public Safety.
- DIRECTOR OF PUBLIC SAFETY.
 - In addition to the bureau chiefs set forth above, there shall be one (1) Director of Public Safety for the Department who shall be generally in charge of coordinating the various bureaus in addition to the specific duties and powers set forth below and who shall also serve as the Chief of the Administration Bureau.
 - Although the responsibilities of the Director of Public Safety differ from a traditional department director due to the focused scope of the powers and duties set forth herein, the position of Director of Public Safety shall also be appointed by the Mayor and shall be subject to confirmation of City Council as provided for in Section 209 of the Home Rule Charter. An acting Director of Public Safety may likewise be designated by the Mayor to serve for a period of up to ninety (90) days by written designation filed with the



City Clerk and Controller.

- A bureau chief may simultaneously serve as the Director of Public Safety; however, the position is not required to be filled by a bureau chief.
- The Director of Public Safety shall provide for and administer the Bureau of Animal Care and Control.

(Ord. 1-1985, eff. 1-1-85; Am. Ord. 1-1998, eff. 2-13-98; Ord. No. 3-2007, § 1, eff. 2-20-07; Ord.

No. 23-2010, § 2, eff. 7-16-10; Ord. No. 28-2014, § 1, eff. 12-22-14)

§ 116.02 - POWERS AND DUTIES OF BUREAU CHIEFS AND DIRECTOR OF PUBLIC SAFETY.

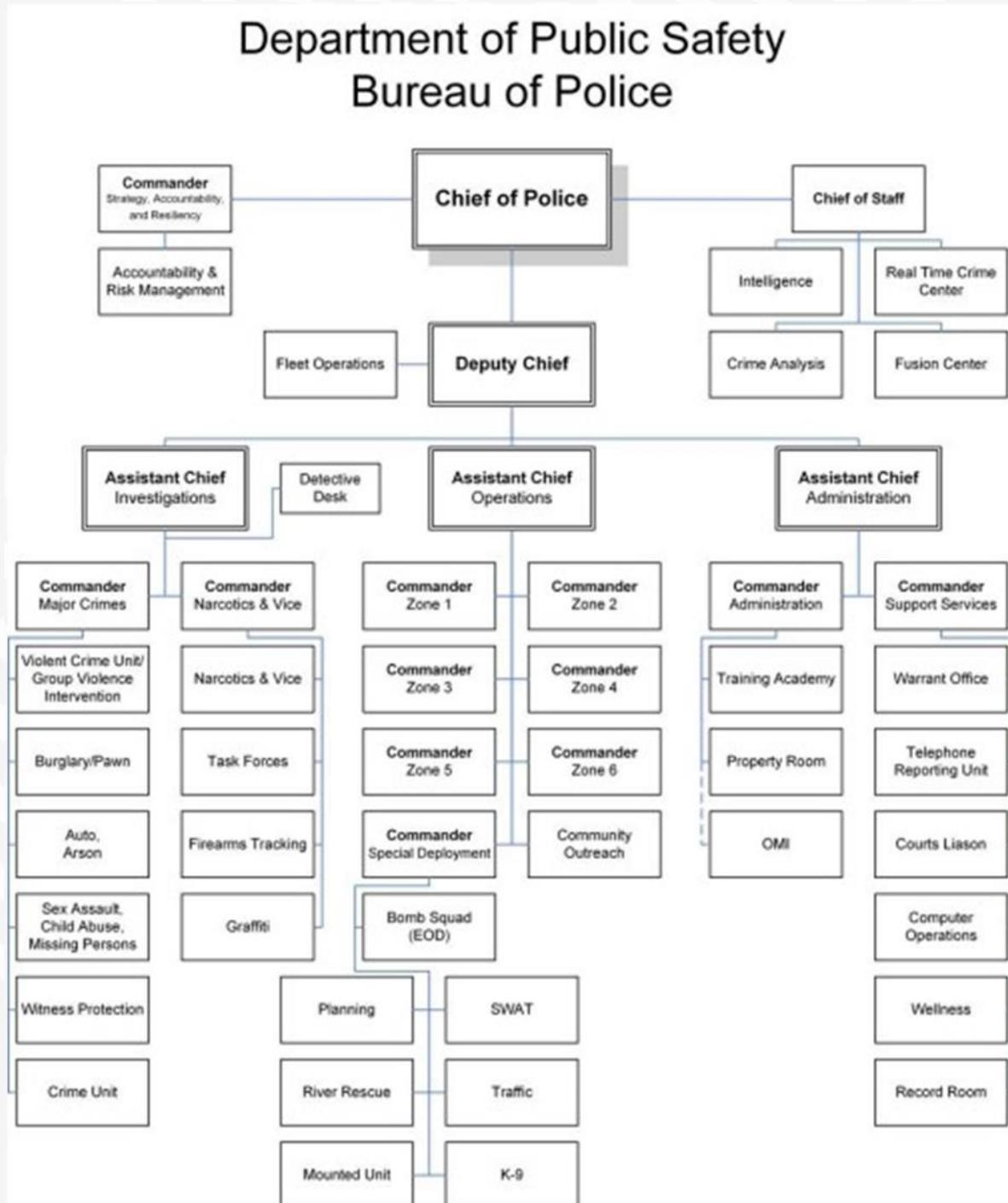
- BUREAU CHIEFS: The chiefs of the respective bureaus of the Department of Public Safety shall have the following powers and duties:
 - The care, management, administration, and supervision of police, fire, emergency medical forces, and the City's emergency communication system;
 - The providing of educational programs concerning police, fire, animal care and control, and emergency medical matters to the general public; and
 - The oversight of the police force accreditation process, the supervision of the accreditation manager and related staff or committee, and the assurance of attainment of police accreditation and continued reaccreditation.
- DIRECTOR OF PUBLIC SAFETY: The Director of Public Safety shall have the following powers and duties:
 - Directing liaison activity with other City departments and public safety agencies;
 - Holding internal disciplinary hearings and/or making employee disciplinary decisions as set forth in the various bureau union contracts and/or applicable law;
 - Coordinating the public safety bureaus during emergencies, which shall include, but not be limited to, the authority to make decisions regarding evacuations and/or quarantines subject to applicable law;
 - Enforcing the City's nuisance property laws;
 - Signing contracts on behalf of the Department; and
 - Performing such other related tasks and duties that are assigned by the Mayor, as required.

Mission

Through our commitment to professional service to all, the Bureau of Police is a source of pride for our City and a benchmark for policing excellence. The Bureau of Police stands ready to protect human life, serve without reservation or favor, stand as partners with all, and help all communities live free from fear.



Organizational Chart





Personnel

(Some positions may be vacant at the release of this Report)

Scott E. Schubert, Chief

Commander Holmes, Chief of Staff

Crime Analysis Unit

Dr. Heath Johnson, Crime Analysis Coordinator

Brittany Urban, Crime Analyst

Nicole Merrick, Crime Analyst

Daniel Andrus, Crime Analyst

Erin Frank, Domestic Violence Crime Analyst

Rachel Opperman, Department Business Administrator

Ru Giffen-Bradley, Administrative Specialist

Nora Bolla, Administrative Specialist

Theresa Cummings, Administrative Specialist

Personnel Stats

- Number of sworn police personnel authorized for the reporting period: 991
- Number of officers on workers' compensation during the reporting period: 34
- Number of officers on disability leave/FMLA during the reporting period: 85
- Number of officers on military or other specified leave during the reporting period: 55
- Number of officers on Director's leave during the reporting period: 2
- Number of officer resignations during the reporting period: 22
- Number of officer terminations during the reporting period: 4
- Number of officer retirements during the reporting period: 20
- Number of officer disciplinary actions during the reporting period: 100

Lieutenant Promotions

Thomas Gault

Eric Kroll



Istvan Devenyi

Philip Mercurio

Sergeant Promotions

Jonathan Craig

Brian Marckisotto

Jordon Loscar

Jeffrey Upson

William Friburger

Robert Monticelli

Kyle Nelson

Peter Bechtold

Retired Officer

Years of Service

Albert Cecconello

20

Denise Demarco

29

Cynthia Ferretti

30

Jones Randy Hansen

20

John Johnson

31

Lisa Kolarac

25

Matthew Lebedda

26

Joseph Lewis

20

Bernard McMullan

25

Timothy Morse

25

Michael Murray

27

Michael Pittek

26

Patricia Poloka

20

Donald Reola

20

Henry Rogowski

27

Robert Roth

27

Michael Spath

26

Richard Stern

26

David Tritinger

18



- Recruit Training: Approximately 32 weeks
 - BR 19-02: Graduated 23 recruits on March 13th, 2020
 - BR 19-03: Graduated 27 recruits on June 26th, 2020
 - CR 20-01: Graduated 4 recruits on June 26th, 2020
 - BR 20-01: Begin training on March 16th, 2020 and graduated 32 recruits in January 2021

Total Recruits Trained: 86

The Basic Recruit curriculum consists of thirty-two weeks of classroom training followed by three months of field training.

- Field Training:
 - Initial Field Training Officer course was completed in February 2020 for 12 officers.
 - Shadow Vehicle training tactics were approved for Phase 2, previously only approved for Phase 3.
 - 2020 Field Training Officer in-service was completed by 58 officers.
 - **A total of 53 police recruits successfully graduated Field Training in 2020.**
- TASER 7:
 - **Total Officers Trained: 477**
- CPR/ First Aid:
 - **Total Officers Trained: 523**
- Firearms/Less Lethal Shotgun:
 - **Total Officers Training: 983**
- Remedial Training:
 - **Total Officers Re-Trained: 13**



Descriptions of Services

The Bureau of Police provides law enforcement and public safety services to Pittsburgh's residents and visitors. The Bureau is organized into the Chief's Office and three branches, each of which are led by a sworn Assistant Chief of Police.

Chief's Office

The leadership of the Bureau of Police is vested in the Chief, who is responsible for the government and efficiency of the Bureau. The Deputy Chief assists the Chief in the administration of the Bureau. The Chief's Office, through the Chief of Staff, also coordinates the Bureau's national initiatives and outreach programs. The Office of Strategy, Accountability, and Resiliency (OSAR) includes Professional Standards, which oversees the Bureau's accreditation status; maintains overall responsibility for compliance to rules, regulations, General Orders, Special Orders, and Procedural Orders that guide the operation of the Bureau and its employees; initiates and ensures the timely completion of Critical Incident Reviews, and reviews Bureau collisions; serves as the Bureau's Inspector General and ensures that the Bureau and its employees maintain the highest standards of integrity, accountability, and ethics. The Chief's office also includes the following divisions:

- Intelligence
- Fusion Center
- Crime Analysis
- Fleet Ops
- Office of Strategy, Accountability, and Resiliency (OSAR) (
- Policy Review and Accreditation
- Professional Standards
- Innovation and Initiatives
- Accountability
- Strategy and Resiliency

Administrative Branch

Administrative Services is responsible for the administrative functions of the Bureau of



Police, which include providing all of the training required to provide quality police services to the community and to maintain public trust. The Administration Branch is also responsible for processing court records and telephone report taking, warrant activities, maintaining evidence, and technology coordination and evaluation. The Administrative Branch consists of the following Divisions:

- Police Training Academy
- Office of Municipal Investigations - Detectives
- Support Services
- Records Room
- Telephone Reporting Unit
- Warrant Office
- Court Liaison Unit
- Summary Warrant Squad
- Property / Supply Room
- Computer Operations Liaison Unit
- Wellness

Investigations Branch

The Investigations Branch provides dedicated law enforcement support to the investigation and clearance of crimes against persons and property. There are two (2) Divisions that make up the Investigations Branch: Major Crimes and Narcotics and Vice, & Firearms Tracking. Members of the Investigations Branch are responsible for the investigation of criminal offenses; the detection, arrest, and prosecution of criminals; and the recovery of lost/stolen property to return to its rightful owner.

- Major Crimes Division
- Violent Crime Unit
- Burglary
- Group Violence Intervention
- Arson
- Auto Theft
- SVU
- Domestic violence



- Mobile Crime Unit
- Computer Crimes
- Witness Protection Program
- Narcotics & Vice
 - Firearms Tracking
 - Graffiti

Operations Branch

Operations is responsible for providing law enforcement services to the citizens and visitors of the City of Pittsburgh. The Operations Branch oversees the Community Engagement Office and youth outreach programs through the Community Resource Officers and the Neighborhood Resource Officers. Operational personnel are deployed throughout the City in six geographic Zones and the Special Deployment Division (SDD). The Zones are the direct patrol and enforcement throughout the City's neighborhoods. SDD is responsible for specially trained units that support the City's safety and security needs. The Operations Branch consists of the following Divisions:

- Police Zones 1-6
- Special Deployment Division
 - Motorcycle Unit
 - Special Weapons and Tactics (SWAT)
 - River Rescue
 - Collision Investigations
 - Impaired Driver Section
 - Explosive Ordinance Detachment (EOD)
 - Tow Operations
 - Commercial Vehicle Enforcement Unit
 - Planning
- Community Engagement Office
 - Civil Affairs Unit
 - Youth Programs
 - Bicycle Patrol Unit
 - Human Service Providers teams: Behavioral Health, Homelessness, Addiction, etc.



Agency Goals



See Performance Metrics



Performance Metrics



Expand real-time intelligence to field operations and investigations

Strategies to Achieve Goal:

- Expand and increase staffing levels for the real-time crime center so that it is operational 24 hours a day to provide a centralized technology center for the Bureau to give field officers and detectives instant information to help identify patterns and stop emerging crime

How Success Will Be Measured:

- Increased availability of information that enhances investigative strategies and crime reduction
- Responsible deployment of personnel by data-driven intelligence

Increase officer critical thinking processes during critical incidents

Strategies to Achieve Goal:

- Continue training curriculum dedicated solely to use-of-force decision making and de-escalation techniques
- Instill mandatory briefing and debriefing segments for all participants in BOP programming, plans, and missions
- Instill and support broad remote communication technology and support use in the field

How Success Will Be Measured:

- Decrease in use of force events
- Decrease in the number of injuries to both officers and citizens

Continue efforts to reduce the opioid epidemic within the City of Pittsburgh

Strategies to Achieve Goal:

- Continue to build upon the interdepartmental task force to follow up with overdose patients to encourage assistance
- Develop guides to help obtain pathways for assistance
- Strengthen inter-bureau communication via available technologies for mapping of high-risk areas

How Success Will Be Measured:

- Reduced impact of opioid overdoses



Refresh and update technology based on the Public Safety Roadmap recommendations

Strategies to Achieve Goal:

- Evaluate and update operational/business practices to industry standards
- Implement the County-based Record Management System
- Implement a new modernized timekeeping/scheduling system

How Success Will Be Measured

- Implement early warning system
- More effective and efficient processes for staff
- Use of the County-based RMS system
- Use of an updated and more versatile timekeeping and scheduling system

Improve technology systems and data analysis capacity to enable real-time, data-driven, problem-solving based policing methodologies

Strategies to Achieve Goal:

- Enhanced analytic capacity
- Equipment and system improvements
- Mobile applications
- Crime reports
- Records management system
- Smartphone technology in officers' hands
- Accuracy and efficiency in data inputting
- Proactive use of social media
- Online Police Reporting

How Success Will Be Measured:

- Modernization of technologies available to officers
- Improved interaction with community utilizing social media and other digital communication processes.
- Reduce and condense stationary administrative tasks to free shift supervisors for field supervision to improve accountability
- Increase virtual operations
 - Online police reporting
 - Expansion of Telephone Reporting Unit



Expand the Community Engagement Office Strategies to Achieve Goal:

- Centrally coordinate all community outreach events and programs in the Bureau
- Develop a team of specially trained officers that support the unit's initiatives and goals using a standardized team approach
- Expand and centralize the bike unit for increase effectiveness in community interaction and support to Zone activities
- Increase Bicycle Patrol Unit members to 20 officers with training and equipment maintained for auxiliary bicycle patrol squad utilization
- Continued coordination of community outreach programs: Continue Sports with Officers, Cops & Cones, Chess with Cops, Cops & Kids Camp, Big Burgh training for all officers, and utilize chaplains for outreach efforts
- Partnership with outside human service provider organizations to build proactive responder teams for behavioral health, homelessness, addiction, and other social services
- Build youth programming inside Pittsburgh Public Schools
- Add community participation to all BOP evaluation processes.
- Set BOP community engagement goals as an organizational team

How Success Will Be Measured:

- Centralization of outreach efforts to maintain consistency across all zones
- Increased interaction with community members by utilizing the unit's knowledge and experience to build and improve community relationships
- Continued positive interactions with all community members
- Implement citywide paper-free community survey process and data collection to measure community needs with services provided
- Collect data and hold officers accountable to meet community engagement goals as a team



Increase usage of body-worn camera and expand systems to automate activation and tagging of videos

Strategies to Achieve Goal:

- Implement the Officer Safety Plan to have the most updated body-worn camera technology for all officers
- Implement automated recording options for body-worn cameras during incidents

How Success Will Be Measured

- Increased use of body-worn cameras



Budget



Staffing & Salaries

Position Summary

Title	2021			2021 Budget	2022			2022 Budget
	FTE	Rate/ Grade	Hours/ Months		FTE	Rate/ Grade	Hours/ Months	
Police Chief	1	129,816	12	\$ 129,816	1	139,298	12	\$ 139,298
Deputy Chief	1	122,467	12	122,467	1	131,413	12	131,413
Assistant Chief of Police	3	115,535	12	346,605	3	123,975	12	371,924
Colonel	—	—	—	—	5	120,364	12	601,819
Commander	13	108,996	12	1,416,953	12	116,858	12	1,402,298
Police Lieutenant	30	see below	12	2,915,871	30	see below	12	3,033,379
Police Sergeant*	102	see below	12	8,696,704	102	see below	12	9,047,192
Police Officer - Detective*	197	see below	12	14,734,888	203	see below	12	15,795,576
Police Officer	551	see below	12	39,636,322	543	see below	12	40,839,848
Total Uniformed Police Officers*	898			\$ 67,999,625	900			\$ 71,362,747
FOP Police Hourly Rates								
		1/1/2021	7/1/2021		1/1/2022	7/1/2022		
Police Lieutenant		\$46.4962	\$46.9612		\$48.3700	\$48.8537		
Police Sergeant		40.7873	41.1952		42.4311	42.8554		
Police Officer - Detective		35.7809	36.1387		37.2229	37.5951		
Master Police Officer		35.7809	36.1387		37.2229	37.5951		
Police Officer - Fourth Year		34.2309	34.5732		35.6104	35.9665		
Police Officer - Third Year		30.8190	31.1272		32.0610	32.3816		
Police Officer - Second Year		27.3959	27.6699		28.5000	28.7850		
Police Officer - First Year		23.9728	24.2125		24.9389	25.1883		
Crime Analysis Coordinator	1	27E	12	\$ 74,194	1	27E	12	\$ 76,420
Crime Analyst	3	24E	12	197,411	5	24E	12	338,888
Crime Analyst (start Sept.)	1	24E	4	21,935	—	24E	—	—
Support Services Shift Supervisor	1	21E	12	58,054	1	21E	12	59,796
Administrative Assistant	1	17E	12	48,849	1	17E	12	50,315
Real Time Crime Specialist	—	16E	12	—	1	16E	12	48,385
Real Time Crime Specialist (start Sept.)	1	16E	4	15,659	—	16E	—	—
Secretary	1	14E	12	43,850	1	14E	12	45,165
Administrative Specialist	3	11D	12	113,960	5	11D	12	195,632
Administrative Specialist (start Sept.)	2	11D	4	25,325	—	11D	—	—
Cashier	2	U01-N	12	75,169	2	U01-N	12	77,424
Dispatcher	3	U01-M	12	110,660	3	U01-M	12	113,980
Specialist I, Administrative	29	U04-A	12	1,046,534	32	U04-A	12	1,189,441
Specialist I, Administrative (start Sept.)	3	U04-A	12	36,087	—	U04-A	—	—
Assistant I, Administrative	1	U02-G	12	35,271	1	U02-G	12	36,329
Total Police Civilian Positions	52			\$ 1,902,958	53			\$ 2,231,775
Total Full-Time Permanent Positions	950			\$69,902,583	953			\$73,594,522

*One sergeant and one detective were grant-funded in 2021; total uniformed strength was 900



Position Summary

Title	2021 FTE	Rate/ Grade	Hours/ Months	2021 Budget	2022 FTE	Rate/ Grade	Hours/ Months	2022 Budget
Temporary, Part-Time, and Seasonal Allowances								
Police Officer First Year	—	see above	—	\$ 266,578	—	see above	—	\$ 500,000
Police Recruit	—	16.35	—	60,948	—	16.84	—	350,000
Assistant I, Administrative, Part Time	—	U06A	1,500	25,436	—	U06A	1,500	26,199
	—			\$ 352,962	—			\$ 876,199
<hr/>								
Total Full-Time Permanent Positions	950			\$69,902,583	953			\$73,594,522
Temporary, Part-Time, and Seasonal Allowances	—			352,962	—			876,199
Vacancy Allowance	—			—	—			—
Total Full-Time Positions & Net Salaries	950			\$70,255,545	953			\$74,470,721



Other Operating Funds

Subclass Detail

	2020 Actual	2021 Budget	2022 Budget	Increase/ (Decrease)	% Change
Expenditures					
51 - PERSONNEL-SALARIES & WAGES	\$ 102,489,256	\$ 91,739,112	\$ 96,171,515	\$ 4,432,403	4.8%
51101 - Regular	78,753,597	70,255,545	74,470,721	4,215,176	
51111 - In Grade	8,623	364,000	—	(364,000)	
51201 - Longevity	2,693,568	3,438,500	3,234,000	(204,500)	
51203 - Allowances	195,421	—	—	—	
51205 - Uniform	1,092,125	658,275	860,400	202,125	
51207 - Leave Buyback	73,671	420,000	420,000	—	
51401 - Premium Pay	19,672,251	16,602,793	17,186,394	583,601	
52 - PERSONNEL-EMPLOYEE BENEFITS	16,417,471	17,095,270	17,826,155	730,885	4.3%
52101 - Health Insurance	9,677,168	10,362,495	11,039,752	677,256	
52111 - Other Insurance/Benefits	756,089	890,574	732,847	(157,727)	
52201 - Social Security	1,719,342	1,459,427	1,557,673	98,246	
52301 - Medical-Workers' Compensation	1,372,200	1,372,209	1,605,469	233,260	
52305 - Indemnity-Workers' Compensation	2,598,156	2,834,363	2,509,416	(324,947)	
52315 - Workers' Compensation-Fees	66,192	66,201	58,999	(7,202)	
52601 - Personal Leave Buyback	114,899	100,000	312,000	212,000	
52602 - Tuition Reimbursement	5,608	10,000	10,000	—	
52605 - Retirement Severance	107,817	—	—	—	
53 - PROFESSIONAL & TECHNICAL SERVICES	739,292	617,700	667,700	50,000	8.1%
53101 - Administrative Fees	7,626	—	—	—	
53105 - Recording/Filing Fees	23,020	—	—	—	
53301 - Workforce Training	42,373	50,000	50,000	—	
53509 - Computer Maintenance	95,664	75,000	125,000	50,000	
53513 - Court Related Fees	110	—	—	—	
53517 - Legal Fees	50,305	—	—	—	
53521 - Medical & Dental Fees	127	—	—	—	
53529 - Protective/Investigation	109,663	100,000	100,000	—	
53533 - Animal Services	101,698	121,300	121,300	—	
53545 - Towing Services	87,829	75,000	75,000	—	
53701 - Repairs	7,289	—	—	—	
53725 - Maintenance-Miscellaneous	102,900	146,400	146,400	—	
53901 - Professional Services	62,140	50,000	50,000	—	
53907 - Recreational Services	48,547	—	—	—	
54 - PROPERTY SERVICES	1,948,614	1,832,905	1,720,730	(112,175)	(6.1)%
54101 - Cleaning	125,920	57,500	38,500	(19,000)	
54103 - Disposal-Refuse	—	1,000	1,000	—	
54201 - Maintenance	5,857	1,750	1,750	—	
54301 - Building-General	—	5,000	5,000	—	
54305 - Building-Systems	2,203	—	—	—	
54501 - Land & Buildings	1,786,812	1,767,655	1,674,480	(93,175)	
54509 - Vehicles	25,044	—	—	—	



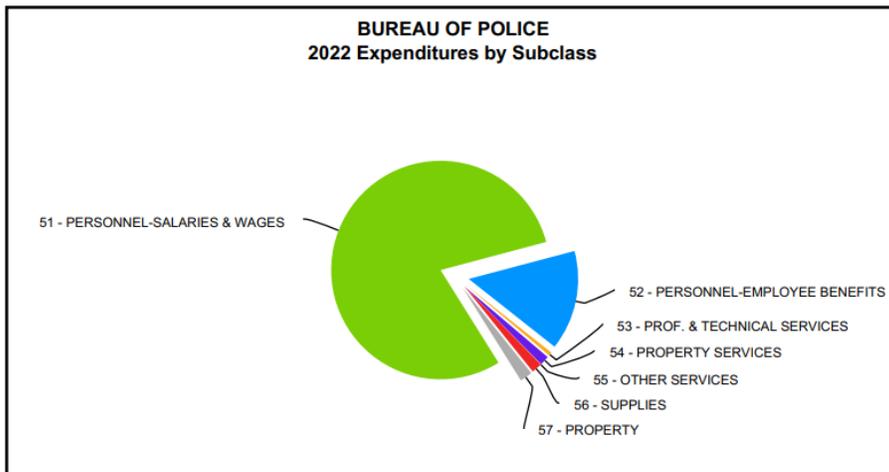
Subclass Detail

	2020 Actual	2021 Budget	2022 Budget	Increase/ (Decrease)	% Change
Expenditures					
54513 - Machinery & Equipment	2,780	—	—	—	—
55 - OTHER SERVICES	40,966	62,500	62,500	—	—%
55201 - Telephone	32,192	32,500	32,500	—	—
55301 - Employment Related	1,443	—	—	—	—
55305 - Promotional	5,242	30,000	30,000	—	—
55501 - Printing & Binding	2,089	—	—	—	—
56 - SUPPLIES	1,666,656	1,506,913	1,877,300	370,387	24.6%
56101 - Office Supplies	89,564	100,000	100,000	—	—
56103 - Freight	1,546	—	—	—	—
56151 - Operational Supplies	1,556,615	1,406,913	1,777,300	370,387	—
56351 - Tools (Equipment)	2,377	—	—	—	—
56401 - Materials	9,706	—	—	—	—
56501 - Parts (Vehicles)	6,848	—	—	—	—
57 - PROPERTY	2,100,286	2,278,594	2,252,507	(26,087)	(1.1)%
57501 - Machinery & Equipment	2,096,460	2,278,594	2,252,507	(26,087)	—
57571 - Furniture & Fixtures	3,826	—	—	—	—
Expenditures Total	\$ 125,402,541	\$ 115,132,994	\$ 120,578,407	\$ 5,445,413	4.7%

5-Year Forecast

Five Year Forecast

	2022	2023	2024	2025	2026
Expenditures					
51 - PERSONNEL-SALARIES & WAGES	\$ 96,171,515	\$ 98,765,857	\$ 100,875,109	\$ 101,628,141	\$ 102,645,206
52 - PERSONNEL-EMPLOYEE BENEFITS	17,826,155	18,534,736	19,275,199	20,038,151	20,850,535
53 - PROF. & TECHNICAL SERVICES	667,700	642,700	642,700	642,700	642,700
54 - PROPERTY SERVICES	1,720,730	1,720,730	1,539,431	1,539,431	1,539,431
55 - OTHER SERVICES	62,500	62,500	62,500	62,500	62,500
56 - SUPPLIES	1,877,300	1,612,000	1,612,000	1,612,000	1,612,000
57 - PROPERTY	2,252,507	2,252,507	2,252,507	2,265,000	2,265,000
Total	\$ 120,578,407	\$ 123,591,030	\$ 126,259,446	\$ 127,787,923	\$ 129,617,372
% Change from Prior Year	4.7%	2.5%	2.2%	1.21%	1.4%





Programs & Projects



2020 Accomplishments

- Continued to increase the “boots on the ground” officers in the field
 - Increased recruiting has enabled the Bureau to bring the number of sworn officers in the field as well as the total number of sworn in the Bureau up to the allotted 900 officers.
- Increased real-time intelligence to field operations and investigations
 - Developed and began to staff a real-time crime center (RTCC). The center is currently operational during daylight hours and during high-activity events. The RTCC is a centralized technology center for the Bureau to give field officers and detectives instant information to help identify patterns and stop emerging crime.
- Increased body worn camera usage and deployment to all officers
- Expanded the Community Engagement Office
- Created OSAR
- Initiated the Pandemic Command Group created to support COVID-19 pandemic operations
- Upgraded technology (In-Time & RMS implementation)
- Daily activity sheet CAD integration

2021 Accomplishments

- Increased interactions with different communities and with youth populations
- Launched a customized wellness application that confidentially provides mental health resources for both Officers and for the public
- The Training Academy developed an Active Bystander and Duty to Intervene course and also initiated new de-escalation programs
- Created a Response to the Mayor's Community Task Force Recommendations that documents progress completed and steps that the Bureau plans to take in the future
- In September 2021, the Pittsburgh Bureau of Police added the Trafficking investigative component to their Firearms Tracing Unit. The new Firearms Tracing/Trafficking Unit (FTTU) will be supplemented with two (2) ATF agents and an analyst who will provide guidance, logistical, intelligence, and investigative support to PBP FTTU detectives. In addition, the ATF Crime Gun Intelligence (CGI) strategy will help identify and prioritize investigative leads for the unit focusing on individuals who supply guns to juveniles and juvenile gun processors



Task Force on 21st Century Policing

The Mayor's Task Force on Police Reform began in June 2020 and ended October 2020, upon completion of review, analysis, and submission of an official report with recommendations.

Community Engagement: The Youth Advisory Council

Grant Funded

Community Engagement: The Chief Advisory Council

In Development

The Office of Strategy, Accountability and Resiliency

Created in 2020, OSAR includes Professional Standards which oversees the Bureau's accreditation status; maintains overall responsibility for compliance to rules,



Opportunities & Risks



Consent Decree

The United States of America and the City of Pittsburgh Civil # 97-0354

Significant Milestones between 11/3/21 and 4/30/22

Not Applicable.

Important Decisions Between 1/6/21 and 12/31/22

Not Applicable.



Risks Ahead

Retention, Diversity, and Training

Due to no hiring "in the foreseeable future" and COVID, there have been no new recruitment classes this year. There is an annual average loss of 50 officers. Current requirements for being an officer: 18+, 60 college credits, and must live in the City plus 25 air miles. (BOP likes this requirement, other divisions have voiced concerns most police are coming from outside of Pittsburgh and don't know the City, geography, or people.) Either COVID, the budget, unrest, or all three, have impacted the approval of new classes.

Diversity is an issue. Multi-cultural education is needed.

Litigation

POLICE BUREAU LITIGATIONS JANUARY 1 - DECEMBER 31, 2020

Number of officers sued, with a statistical breakdown showing the types of claims, in which court or administrative body they were filed, and the result in terms of payment and/or equitable relief:

POLICE BUREAU LITIGATIONS JANUARY 1 - DECEMBER 31, 2020

Number of officers sued, with a statistical breakdown showing the types of claims, in which court or administrative body they were filed, and the result in terms of payment and/or equitable relief:

TOTAL NUMBER OF OFFICERS SUED: 22 (15 cases)

- **United States District Court for the Western District of Pennsylvania**
 - False Arrest/Imprisonment 4 claims – **Open**
 - Excessive Force 5 claims – **Open**
 - Civil Rights – General 1 claim - **Closed**



- **Court of Common Pleas of Allegheny County – General Docket**
 - False Arrest/Imprisonment 5 cases - *Open*
 - Other Civil Rights 1 case - *Open*

The number of police-related civil actions filed during the reporting period against the City of Pittsburgh and the BOP distinguished by the type of claim and the name of the court or administrative body in which the claims were filed:

TOTAL NUMBER OF CLAIMS FILED: 16

- **United States District Court for the Western District of Pennsylvania**
 - False Arrest/Imprisonment – 4 claims
 - Excessive Force – 5 claims
 - Civil Rights – General 1 claim
- **Court of Common Pleas of Allegheny County – General Docket**
 - False Arrest/Imprisonment – 5 claims
 - Other Civil Rights – 1 claim



Reports



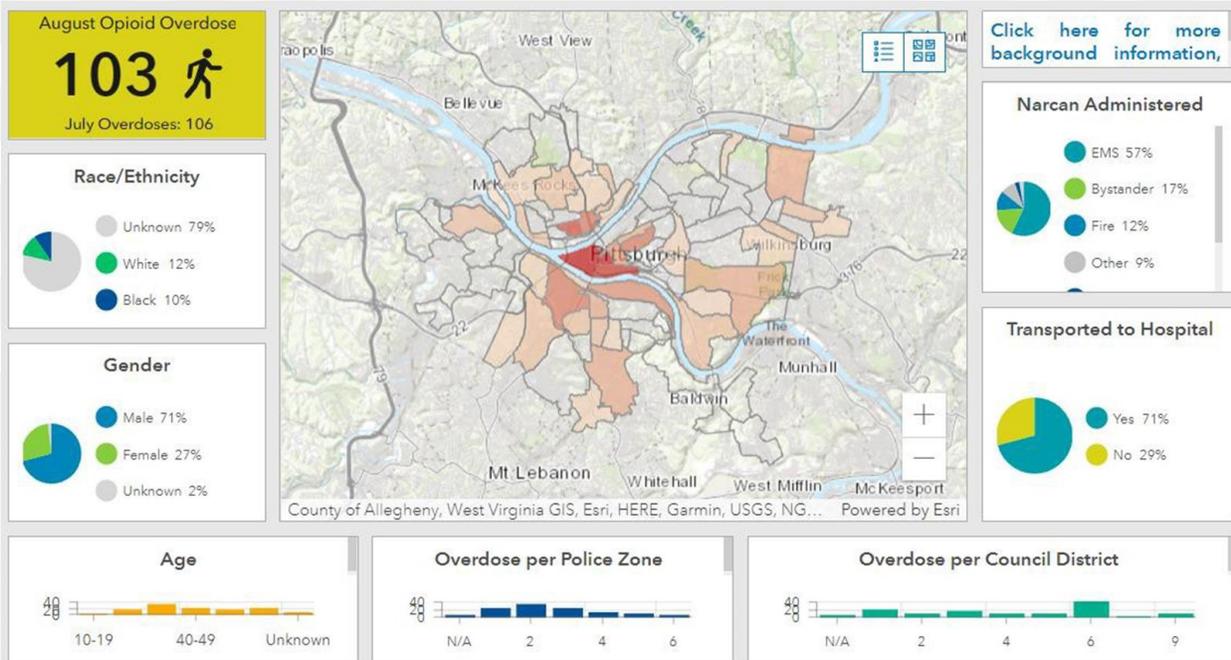
Annual Reports

Police Annual Reports – Annual Reports compiled each year by the Pittsburgh Bureau of Police

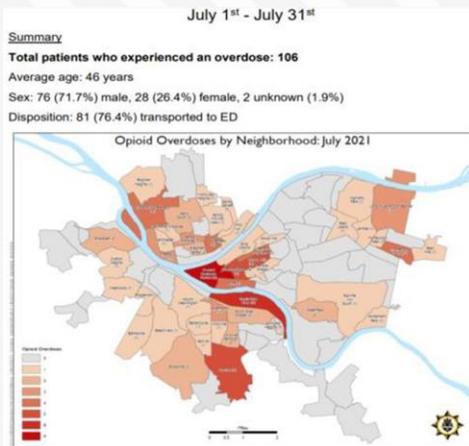
https://apps.pittsburghpa.gov/redtail/images/14012_FINAL_DRAFT_7_Annual_Report_2020.pdf

- 2022 Proposed Operating, Capital, and Enterprise Fund Budgets
- 2021 YTD Actuals
- 2020 Year End Actuals
- Active grants with grant agreements
- The Police Traffic Services Grant for FY 2020
- Total amount of the grant was \$350,024.30
- Total amount spent was \$205,988.00

Overdose Dashboard 2021



<https://pittsburghpa.gov/publicsafety/overdose-dashboard> Monthly Reports also included (last submission: July 2021)



Performance Audit

Department of Public Safety, Bureau of Police Secondary Employment

https://apps.pittsburghpa.gov/redtail/images/10227_Department_of_Public_Safety_Bureau_of_Police_Secondary_Employment_June_2020.pdf

Use of Force Report 2018

https://apps.pittsburghpa.gov/redtail/images/6790_Subject-Resistance-Report-Annual-Review-2018.pdf

2020 Statistical Report

(Released February 12, 2021)

The Pittsburgh Bureau of Police has released its Annual Uniform Crime Report (UCR) statistics sheets for 2020, both citywide and for all six police zones. The statistics, which cover January 1 to December 31, 2020, are prepared by the Crime Analysis Unit. Citywide in 2020, Part 1 offenses, which include violent crimes and property crimes, fell by 20% from the previous year. Part 1 Crimes also declined by nearly 32% last year when compared with the five-year average. *(will be provided as an attachment)*

BOP Response to Mayor's Community Task Force Recommendations

<https://pittsburghpa.gov/police/task-force-police-reform>



Pittsburgh Bureau of Police Crime Analysis Unit

Commander Eric Holmes, Chief of Staff



Public Safety Related Datasets, Data Dashboards, and Annual Report Links

The Western Pennsylvania Regional Data Center (WPRDC) houses over 300 datasets that are readily available for the public to view and utilize 24/7. Links to a few of the many Public Safety datasets are available below:

[Police Incident Blotter \(Archive\)](#)

The Police Blotter Archive contains crime incident data after it has been validated and processed to meet Uniform Crime Reporting (UCR) standards, published on a nightly basis.

[Police Incident Blotter \(30 Day\)](#)

The 30-Day Police Blotter contains the most recent initial crime incident data, updated on a nightly basis.

[Police Officer Training](#)

This dataset shows the time spent by currently active City of Pittsburgh police officers in professional development training.

[Pittsburgh Police Arrest Data](#)

Arrest data contains information on people taken into custody by City of Pittsburgh police officers.

[Pittsburgh Police Firearm Seizures](#)

This dataset includes counts of firearms by type seized by the Pittsburgh Bureau of Police.

[Non-Traffic Citations](#)

Non-traffic citations (NTCs, also known as "summary offenses") document low-level criminal offenses where a law enforcement officer or other authorized official issued a citation in lieu of arrest.

[Allegheny County 911 Dispatches - EMS and Fire](#)

The Allegheny County 911 center answers and dispatches 911 calls for 111 out of 130 municipalities in Allegheny County.

[Allegheny County Jail Daily Census](#)

A daily census of the inmates at the Allegheny County Jail (ACJ). Includes gender, race, age at booking, and current age.

[Allegheny County Crash Data](#)

Contains locations and information about every crash incident reported to the police in Allegheny County from 2004 to 2019.

[Burgh's Eye View](#)

Easily see all kinds of data about Pittsburgh – including 311 requests, building permits, code violations, and public safety incidents.

To see visualizations of these data, please visit our **[Interactive Violence Dashboards](#)** by clicking the following links:

[Overall Trends in Violence Data](#) – Trends in violent crime in the City of Pittsburgh, going back to 2010

[Homicides Data](#) – Homicides in the City of Pittsburgh, going back to 2010

[Gun Violence Data](#) – Trends in gun violence in the City of Pittsburgh, going back to 2010.

[Jail Population Management Dashboard](#) – Series of dashboards providing information about the daily jail population, Alternative Housing population, the number of bookings and releases, length of stay, health and human services or benefits usage, and justice system involvement prior to booking.

To see how crime occurs by zone, neighborhood, and among different demographics, plus much more, please visit past **[Pittsburgh Bureau of Police Annual Reports](#)** by clicking the following link:

[Police Annual Reports](#) – Annual Reports compiled each year by the Pittsburgh Bureau of Police

https://apps.pittsburghpa.gov/redtail/images/12507_Public_Datasets_Dashboards_and_Annual_Report_Links.pdf



Reporting Resources

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