# Police Department
# Uniform Staffing Update
# Gregory K. Allen, Police Chief

# Item: 28.3

*October 29, 2019*

# City Council Strategic Goals

Goal 2 -    Set the Standard for a Safe and Secure City

Goal 3 -    Set the Standard for Sound Governance and

Fiscal Management

# Enhanced Recruitment and Hiring

- Two classes per fiscal year, for FY2020 minimum target goal of 35 recruits per class

- Academy start dates announced five years in advance to allow candidates to plan

- FY2020 classes scheduled to begin February and July

- Extended application period to accommodate more candidates

- Increased social media outreach and advertising

# Academy Classes

## FY2015 thru FY 2020

| Academy | Start Date | Recruits | Attrition | Graduation Date | Graduates |
|---|---|---|---|---|---|
| **128th** | **7/20/2020** | **40** | | **2/21/2021** | |
| **127th** | **2/17/2020** | **35** | | **9/14/2020** | |
| **126th** | **7/29/2019** | **49** | **4** | **3/2/2020** | |
| 125th | 1/28/2019 | 78 | 16 | 9/3/2019 | 62 |
| 124th | 6/18/2018 | 62 | 11 | 1/22/2019 | 51 |
| 123rd | 2/26/2018 | 53 | 6 | 10/1/2018 | 47 |
| 122nd | 6/19/2017 | 74 | 12 | 1/22/2018 | 62 |
| 121st | 6/20/2016 | 54 | 6 | 1/22/2017 | 50 |
| 120th | 4/25/2016 | 35 | 2 | 11/27/2016 | 31 |
| 119th | 6/22/2015 | 52 | 7 | 1/24/2016 | 45 |

# Police Staffing

- FY 2016: Began net 30 growth plan

- FY 2017: First year with positive net gains since FY 2008
  Animal Cruelty Unit created  FY2018

  CIT Unit created FY2019

- Forward  Drop (implemented 2016)
  263 officers are eligible for retirement; 215 participate in Forward Drop

# Police Staffing

## FY2014 thru FY2023

| Fiscal Year | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | *Projected 2020 | *Projected 2021 | *Projected 2022 | *Projected 2023 |
|---|---|---|---|---|---|---|---|---|---|---|
| FY Start Actual | 1040 | 1040 | 1023 | 1019 | 1045 | 1068 | 1118 | 1173 | 1203 | 1233 |
| FY End Actual | 1040 | 1023 | 1019 | 1045 | 1068 | 1118 | 1173 | 1203 | 1233 | 1263 |
| | | | | | | | | | | |
| Attrition Total | 68 | 58 | 52 | 56 | 40 | 49 | 47 | 45 | 45 | 45 |
| **Attrition Rate** | **7%** | **6%** | **5%** | **5%** | **4%** | **5%** | **4%** | **4%** | **4%** | **4%** |
| Academy Graduates | 67 | 40 | 45 | 81 | 62 | 98 | 102 | 75 | 75 | 75 |
| Lateral/Reinstate | 1 | 1 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| **# Net Gain/Loss** | **0** | **-17** | **-4** | **26** | **23** | **50** | **55** | **30** | **30** | **30** |

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# Staffing Allocation

- Graduates will be allocated to patrol to backfill vacancies due to retirements, promotions, resignations and transfers.

- Once all vacancies are filled graduates will be allocated based on analysis of calls for service, crime trends and patterns, geographic area and response times.

# EL Paso Police Department

## Recruitment Video



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