

Revised model for sworn hiring & staffing, Draft #1, September 2022	2022 January	2022 February	2022 March	2022 April	2022 May	2022 June	2022 July	2022 August	2022 September	2022 October	2022 November	2022 December
Recruits in Academy at start of month	30	31	28	23	23	23	21	22	20	27	31	34
New recruits entering Academy	4	2	4	5	6	4	5	0	12	7	7	7
Separations from Academy	(1)	(1)	0	0	0	(3)	0	0	0	0	(1)	0
Recruits graduating from Academy	(2)	(4)	(9)	(5)	(6)	(3)	(4)	(2)	(5)	(3)	(3)	(4)
Recruits in Academy at month end	31	28	23	23	23	21	22	20	27	31	34	37
Officers in field training at start of month	33	35	31	35	38	43	37	38	39	35	19	17
Academy graduates entering field training	2	4	9	5	6	4	4	2	5	3	3	4
New lateral hires entering field training	1	0	1	0	0	1	0	0	0	0	0	0
Separations from field training	(1)	0	0	(1)	(1)	(2)	0	(1)	0	0	0	0
Officers completing field training	0	(8)	(6)	(1)	0	(9)	(3)	0	(9)	(19)	(5)	(4)
Officers in field training at month end	35	31	35	38	43	37	38	39	35	19	17	17
Fully trained officers at start of month	1,139	1,121	1,116	1,114	1,100	1,085	1,064	1,058	1,049	1,050	1,066	1,063
Separations by fully trained officers	(18)	(13)	(9)	(16)	(15)	(29)	(9)	(9)	(8)	(3)	(8)	(5)
Officers completing field training	0	8	6	1	0	9	3	0	9	19	5	4
Officers rehired, no training required	0	0	1	1	0	0	0	0	0	0	0	0
Fully trained officers at month end	1,121	1,116	1,114	1,100	1,085	1,064	1,058	1,049	1,050	1,066	1,063	1,062
Fully trained officers at month end	1,121	1,116	1,114	1,100	1,085	1,064	1,058	1,049	1,050	1,066	1,063	1,062
Officers on disability or extended leave	(170)	(149)	(146)	(147)	(131)	(109)	(111)	(116)	(111)	(105)	(100)	(100)
Officers in service at month end	951	967	968	953	954	955	947	933	939	961	963	962
Funded FTE	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200
SUMMARY DATA												
Fully Trained Officers	1,121	1,116	1,114	1,100	1,085	1,064	1,058	1,049	1,050	1,066	1,063	1,062
All Sworn Officers	1,156	1,147	1,149	1,138	1,128	1,101	1,096	1,088	1,085	1,085	1,080	1,079
Filled FTEs at month end (officer = 1.0 FTE, recruit = 0.75 FTE)	1,179	1,168	1,166	1,155	1,145	1,117	1,113	1,103	1,105	1,108	1,106	1,107

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Recruits in Academy at start of month	37	39	40	40	43	42	42	41	41	41	40	39
New recruits entering Academy	7	7	7	10	7	7	7	10	7	7	7	7
Separations from Academy	0	0	(1)	0	(1)	0	(1)	0	0	(1)	(1)	0
Recruits graduating from Academy	(5)	(6)	(6)	(7)	(7)	(7)	(7)	(10)	(7)	(7)	(7)	(10)
Recruits in Academy at month end	39	40	40	43	42	42	41	41	41	40	39	36
Officers in field training at start of month	17	19	17	30	34	37	47	48	42	51	51	41
Academy graduates entering field training	5	6	6	7	7	7	7	10	7	7	7	10
New lateral hires entering field training	0	0	10	0	0	10	0	0	10	0	0	0
Separations from field training	(1)	(3)	0	0	0	(2)	0	0	(1)	0	0	(1)
Officers completing field training	(2)	(5)	(3)	(3)	(4)	(5)	(6)	(16)	(7)	(7)	(17)	(7)
Officers in field training at month end	19	17	30	34	37	47	48	42	51	51	41	43
Fully trained officers at start of month	1,062	1,057	1,056	1,050	1,045	1,042	1,029	1,027	1,038	1,037	1,041	1,050
Separations by fully trained officers	(7)	(6)	(9)	(8)	(7)	(18)	(8)	(5)	(8)	(3)	(8)	(5)
Officers completing field training	2	5	3	3	4	5	6	16	7	7	17	7
Officers rehired, no training required	0	0	0	0	0	0	0	0	0	0	0	0
Fully trained officers at month end	1,057	1,056	1,050	1,045	1,042	1,029	1,027	1,038	1,037	1,041	1,050	1,052
Fully trained officers at month end	1,057	1,056	1,050	1,045	1,042	1,029	1,027	1,038	1,037	1,041	1,050	1,052
Officers on disability or extended leave	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
Officers in service at month end	957	956	950	945	942	929	927	938	937	941	950	952
Funded FTE	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317
SUMMARY DATA												
Fully Trained Officers	1,057	1,056	1,050	1,045	1,042	1,029	1,027	1,038	1,037	1,041	1,050	1,052
All Sworn Officers	1,076	1,073	1,080	1,079	1,079	1,076	1,075	1,080	1,088	1,092	1,091	1,095
Filled FTEs at month end (officer = 1.0 FTE, recruit = 0.75 FTE)	1,105	1,103	1,110	1,111	1,111	1,108	1,106	1,111	1,119	1,122	1,120	1,122

Revised model for sworn hiring & staffing, Draft #1, September 2022	2024 January	2024 February	2024 March	2024 April	2024 May	2024 June	2024 July	2024 August	2024 September	2024 October	2024 November	2024 December
Recruits in Academy at start of month	36	36	36	35	38	37	37	36	36	36	35	34
New recruits entering Academy	7	7	7	10	7	7	7	10	7	7	7	7
Separations from Academy	0	0	(1)	0	(1)	0	(1)	0	0	(1)	(1)	0
Recruits graduating from Academy	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(10)	(7)	(7)	(7)	(10)
Recruits in Academy at month end	36	36	35	38	37	37	36	36	36	35	34	31
Officers in field training at start of month	43	39	26	36	36	33	41	41	34	43	43	33
Academy graduates entering field training	7	7	7	7	7	7	7	10	7	7	7	10
New lateral hires entering field training	0	0	10	0	0	10	0	0	10	0	0	0
Separations from field training	(1)	(3)	0	0	0	(2)	0	0	(1)	0	0	(1)
Officers completing field training	(10)	(17)	(7)	(7)	(10)	(7)	(7)	(17)	(7)	(7)	(17)	(7)
Officers in field training at month end	39	26	36	36	33	41	41	34	43	43	33	35
Fully trained officers at start of month	1,052	1,055	1,066	1,064	1,063	1,066	1,055	1,054	1,066	1,065	1,069	1,078
Separations by fully trained officers	(7)	(6)	(9)	(8)	(7)	(18)	(8)	(5)	(8)	(3)	(8)	(5)
Officers completing field training	10	17	7	7	10	7	7	17	7	7	17	7
Officers rehired, no training required	0	0	0	0	0	0	0	0	0	0	0	0
Fully trained officers at month end	1,055	1,066	1,064	1,063	1,066	1,055	1,054	1,066	1,065	1,069	1,078	1,080
Fully trained officers at month end	1,055	1,066	1,064	1,063	1,066	1,055	1,054	1,066	1,065	1,069	1,078	1,080
Officers on disability or extended leave	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
Officers in service at month end	955	966	964	963	966	955	954	966	965	969	978	980
Funded FTE	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317	1,317
SUMMARY DATA												
Fully Trained Officers	1,055	1,066	1,064	1,063	1,066	1,055	1,054	1,066	1,065	1,069	1,078	1,080
All Sworn Officers	1,094	1,092	1,100	1,099	1,099	1,096	1,095	1,100	1,108	1,112	1,111	1,115
Filled FTEs at month end (officer = 1.0 FTE, recruit = 0.75 FTE)	1,121	1,119	1,126	1,128	1,127	1,124	1,122	1,127	1,135	1,138	1,137	1,138

Revised model for sworn hiring & staffing,
Draft #1, September 2022

	2022				Total	Average
	Q1	Q2	Q3	Q4 est.		
Recruits in Academy at start of quarter	30	23	21	27		
New recruits entering Academy	10	15	17	21	63	
Separations from Academy	(2)	(3)	0	(1)	(6)	
Recruits graduating from Academy	(15)	(14)	(11)	(10)		
Recruits in Academy at quarter end	23	21	27	37		27
Officers in field training at start of quarter	33	35	37	35		
Academy graduates entering field training	15	15	11	10		
New lateral hires entering field training	2	1	0	0	3	
Separations from field training	(1)	(4)	(1)	0	(6)	
Officers completing field training	(14)	(10)	(12)	(28)		
Officers in field training at quarter end	35	37	35	17		32
Fully trained officers at start of quarter	1,139	1,114	1,064	1,050		
Separations by fully trained officers	(40)	(60)	(26)	(16)	(142)	
Officers completing field training	14	10	12	28		
Officers rehired, no training required	1	1	0	0	2	
Fully trained officers at quarter end	1,114	1,064	1,050	1,062		1,079
Fully trained officers at quarter end	1,114	1,064	1,050	1,062		
Officers on disability or extended leave	(146)	(109)	(111)	(100)		
Officers in service at quarter end	968	955	939	962		954
Fully Trained Officers	1,114	1,064	1,050	1,062		1,079
All Sworn Officers	1,149	1,101	1,085	1,079		1,111
Funded FTE	1,200	1,200	1,200	1,200		1,200
Filled FTEs at quarter end (officer = 1.0 FTE, recruit = 0.75 FTE)	1,166	1,117	1,105	1,107		1,131

Revised model for sworn hiring & staffing,
Draft #1, September 2022

	2023				Total	Average
	Q1 est.	Q2 est.	Q3 est.	Q4 est.		
Recruits in Academy at start of quarter	37	40	42	41		
New recruits entering Academy	21	24	24	21	90	
Separations from Academy	(1)	(1)	(1)	(2)	(5)	
Recruits graduating from Academy	(17)	(21)	(24)	(24)		
Recruits in Academy at quarter end	40	42	41	36		40
Officers in field training at start of quarter	17	30	47	51		
Academy graduates entering field training	17	21	24	24		
New lateral hires entering field training	10	10	10	0	30	
Separations from field training	(4)	(2)	(1)	(1)	(8)	
Officers completing field training	(10)	(12)	(29)	(31)		
Officers in field training at quarter end	30	47	51	43		38
Fully trained officers at start of quarter	1,062	1,050	1,029	1,037		
Separations by fully trained officers	(22)	(33)	(21)	(16)	(92)	
Officers completing field training	10	12	29	31		
Officers rehired, no training required	0	0	0	0	0	
Fully trained officers at quarter end	1,050	1,029	1,037	1,052		1,044
Fully trained officers at quarter end	1,050	1,029	1,037	1,052		
Officers on disability or extended leave	(100)	(100)	(100)	(100)		
Officers in service at quarter end	950	929	937	952		944
Fully Trained Officers	1,050	1,029	1,037	1,052		1,044
All Sworn Officers	1,080	1,076	1,088	1,095		1,082
Funded FTE	1,317	1,317	1,317	1,317		1,317
Filled FTEs at quarter end (officer = 1.0 FTE, recruit = 0.75 FTE)	1,110	1,108	1,119	1,122		1,112

Revised model for sworn hiring & staffing,
Draft #1, September 2022

	2024				Total	Average
	Q1 est.	Q2 est.	Q3 est.	Q4 est.		
Recruits in Academy at start of quarter	36	35	37	36		
New recruits entering Academy	21	24	24	21	90	
Separations from Academy	(1)	(1)	(1)	(2)	(5)	
Recruits graduating from Academy	(21)	(21)	(24)	(24)		
Recruits in Academy at quarter end	35	37	36	31		36
Officers in field training at start of quarter	43	36	41	43		
Academy graduates entering field training	21	21	24	24		
New lateral hires entering field training	10	10	10	0	30	
Separations from field training	(4)	(2)	(1)	(1)	(8)	
Officers completing field training	(34)	(24)	(31)	(31)		
Officers in field training at quarter end	36	41	43	35		37
Fully trained officers at start of quarter	1,052	1,064	1,055	1,065		
Separations by fully trained officers	(22)	(33)	(21)	(16)	(92)	
Officers completing field training	34	24	31	31		
Officers rehired, no training required	0	0	0	0	0	
Fully trained officers at quarter end	1,064	1,055	1,065	1,080		1,065
Fully trained officers at quarter end	1,064	1,055	1,065	1,080		
Officers on disability or extended leave	(100)	(100)	(100)	(100)		
Officers in service at quarter end	964	955	965	980		965
Fully Trained Officers	1,064	1,055	1,065	1,080		1,065
All Sworn Officers	1,100	1,096	1,108	1,115		1,102
Funded FTE	1,317	1,317	1,317	1,317		1,317
Filled FTEs at quarter end	1,126	1,124	1,135	1,138		1,128

(officer = 1.0 FTE, recruit = 0.75 FTE)

Table 1: Draft SPD Police Officers Hired, Funded, and Available

Year ¹	Funded FTE	New Hires	Separations	Net New Officers	All Sworn Officers ²	Fully Trained ³	Sworn in Service	% Funded in Service
2012	1,300	32	(36)	(4)	1,281	1,272	1,235	95.00%
2013	1,315	85	(39)	46	1,308	1,264	1,239	94.22%
2014	1,359	81	(59)	22	1,330	1,297	1,264	93.01%
2015	1,375	96	(72)	24	1,349	1,308	1,251	90.98%
2016	1,422	107	(67)	40	1,390	1,340	1,299	91.35%
2017	1,457	102	(79)	23	1,424	1,359	1,316	90.32%
2018	1,457	68	(109)	(41)	1,388	1,344	1,283	88.06%
2019 ⁴	1,467	108	(92)	16	1,371	1,331	1,281	87.32%
2020 ⁵	1,497	51	(186)	(135)	1,276	1,231	1,094	73.08%
2021	1,343	81	(171)	(90)	1,172	1,139	958	71.33%
2022	1,200	68	(154)	(86)	1,079	1,062	962	80.17%
2023	1,317	120	(105)	15	1,095	1,052	952	72.29%
2024	1,317	120	(105)	15	1,115	1,052	980	74.41%
2021 YTD Actual								
2022 YTD	1,200	47	(137)	(90)	1,085	1,050	939	78.25%

¹Based on Q4 figures for 2012-2020.

²All Sworn Officers: total count of sworn personnel who have graduated from the Academy and earned sworn commission

³Fully Trained Officers: total count of sworn personnel who have successfully completed Phase II-Field Training

⁴Includes new officer positions added in 2019.

⁵Includes new officer positions added in 2020.

Source: SPD Draft Sworn Hiring Projections with Actuals through September 2022, 10/26/22