



Betsy Sundermann
Cincinnati City Councilmember

MARCH 18, 2021

MOTION

WE MOVE that the City Administration include in the FY22 budget \$1,400,000 for an additional class of 43 police recruits to ensure that the Cincinnati Police Department can adequately keep up with attrition. The sources of city revenue should first be a COPS Hiring grant and then any additional needed funds from the anticipated \$291,590,000 that Cincinnati is to receive from the recently passed federal law, American Rescue Plan.

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STATEMENT

The Cincinnati Department of Police (CPD) is currently facing significant issues with staffing. The City received a grant from the Community Oriented Policing Services (COPS) that will fund up to 86 new recruits with the first class of 43 beginning in July, 2021, and the second class of 43 recruits beginning no earlier than 2022. However, based on the current attrition data, this is not enough in order to keep up with the desired sworn strengths.

Currently, CPD has 990 active sworn officers. This is 69 below the budget complement of 1,059. Furthermore, 183 officers have 25+ years of service and these officers are at least 48 years old. This does not include purchased time or previous employment, all of which could contribute to a hastening of the attrition rate we are seeing.

The nine-year average for attrition is 38.78 officers/year with average tenure at retirement of 29.22 years. The five-year average is 43.6 officers/year. Most of the officers who leave CPD retire which accounts for 77.27% while 22.73% of officers leave under other circumstances. According to current projections, the staffing of 990 officers could decrease to 938 by March of 2022. This third graduating class of 43 recruits would only increase staffing to 981 officers. This amount would be 78 below the authorized complement for the City pointing to the need for the City to increase its police recruits to continue providing safety and security for our communities.