

March 21, 2023

# **Cincinnati Police Department Staffing and Recruiting**

**Teresa A. Theetge**  
**Police Chief**

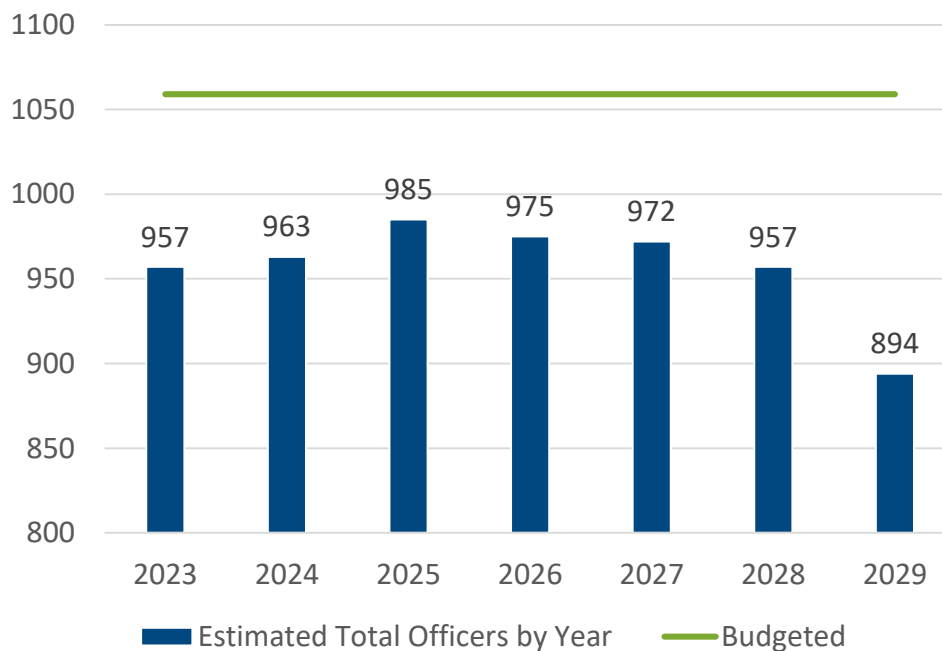


# Overview – Past Recruit Classes

Graduating Class by Year



# Total Officer Forecast



Using the current age and years of service of currently employed officers, an estimate of the total number of officers for each year in the future up to 2029 was created.

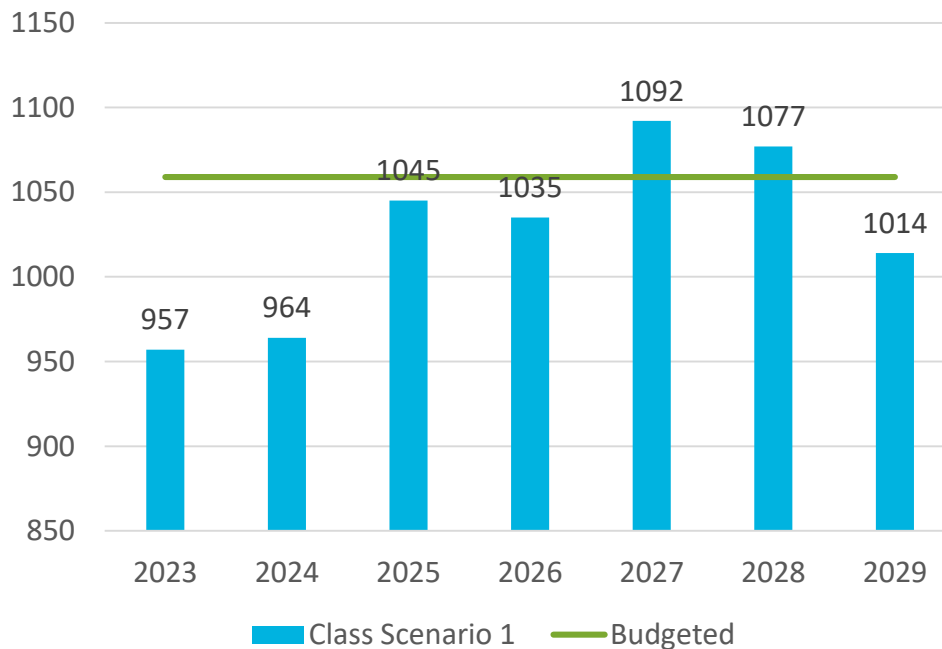
It is assumed in this forecast that all officers who are at least 48 and have 25 years of service of are in their 1<sup>st</sup> year of DROP, if 48 and older and 26 years of service then 2<sup>nd</sup> year of DROP, and so on.

Using the number of officers in each year of DROP for each year we assumed 50% would retire in year 6, 50% in year 7, and 100% in year 8.

The model also removes an additional 16 officers each year for non-retirement related terminations and adds 60 each year for the current class size.

Based off these assumptions the forecast shows a large decrease in the total officer size around 2028-2029.

# Officer Decrease Mitigation



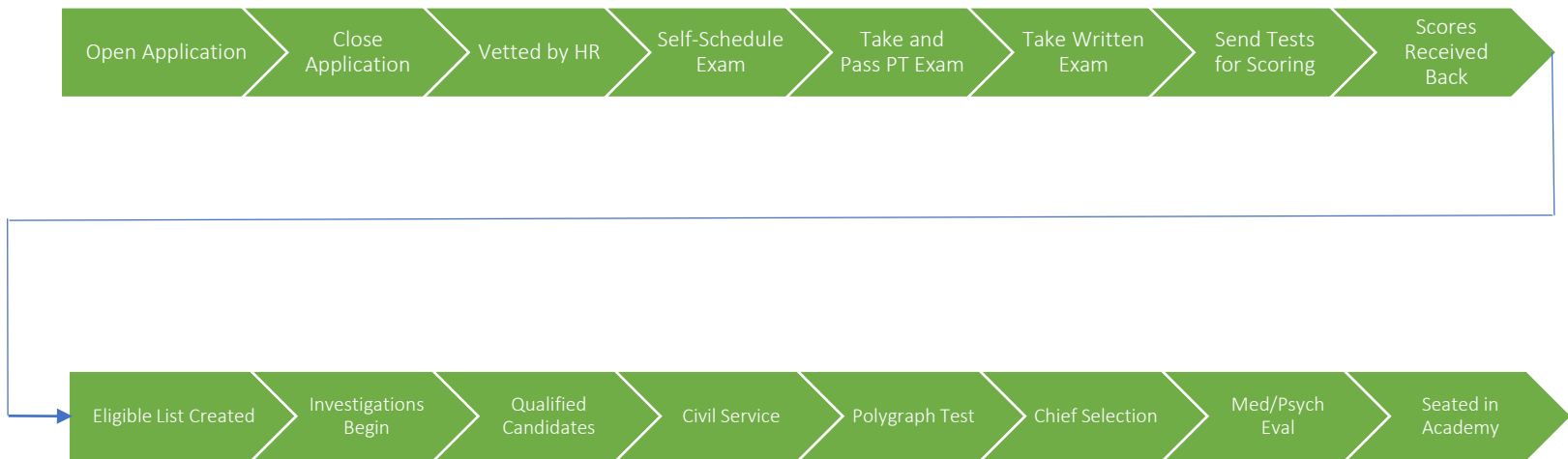
With a class size of 60 the following class schedule would help mitigate the sharp decline in officer numbers that would occur around the 2028 – 2029 timeframe:

January 2024 + 60  
January 2025 + 60  
September 2025 + 60  
May 2026 + 60  
January 2027 + 60  
September 2027 + 60  
July 2028 + 60  
May 2029 + 60

For this scenario to work, the total number of budgeted officers would need to change. As is shown in the chart, mitigating the 2029 problem requires going above the budgeted amount during previous years to account for the drop.

Additional scenarios can be explored if other constraints exist that the original scenario does not take into consideration.

# Officer Recruitment Process



Current timeline for recruitment process averages between 7-9 months. It is critical that this timeframe is reduced through the implementation of strategic recruitment strategies, to meet the needs of more frequent academy classes.

# Recruiting Efforts

## Past Year:

- Pay and bonus structure
  - \$19 to \$25 with \$2,000 bonus (additional available for prior law enforcement experience)
- Marketing
  - **JOINCINCYPD.COM**
  - Social media campaign
  - Business cards
- Hiring process review (CPD, HR, OPDA)
- Apprenticeships/High School programming
- Strategies





# Recruiting Efforts



[CINCY PD](#) [WHY CINCINNATI?](#) [SELECTION PROCESS](#) [BENEFITS](#)

[THE ACADEMY](#) [OFFICER WELLNESS](#) [WHY CPD?](#) [SOCIAL MEDIA](#) [🔍](#)

UPCOMING  
EVENTS 

**APPLY TODAY.  
CHANGE TOMORROW.**

INTEREST CARD

