

1. What is our current deficit (vacant officer positions)?

A: When the next recruit training class begins October 23, 2017 there will be 138 vacant officer positions.

2. What is the average (annual) attrition rate of officers

A: The average attrition rate for officers is 95 annually (this rate was averaged for past four years).

3. What are the recruiting numbers for the past five (5) years for applications into the CMPD police academy?

A: The number of applications for CMPD officer positions totals 12,365 (includes partial years for 2012 & 2017).

Calendar Year	Sum of Applicants
2012	672
2013	2,609
2014	2,159
2015	1,551
2016	1,746
2017	3,662
Grand Total	12,399

**Partial Year

The 2017 total applicants continue to increase as recruitment is on-going.

As background, pertaining to attrition and vacant officer positions, sworn officers qualify for service retirement at any age accruing 30 years of service with the CMPD. Officers hired in the mid-1990s are now eligible and retiring. For the period FY 2017-FY 2020, 215 sworn staff will be retiring. Based on the current allocated staff of 1,906 officers, the retirement of 215 sworn staff equates to 11.3 percent of the current sworn staffing level. The number officer vacancies and the CMPD's capacity to train and certify new officers are continuous.

Training for lateral officers is four weeks. Training for recruits is 24 weeks. Lateral and Recruit training classes are scheduled as shown below.

Class Type	Class Begins	Class Graduates	Class Size
Lateral	September 2017	October 2017	5-10
Recruit	October 2017	March 2018	40-60
Recruit	January 2018	June 2018	40-60
Recruit	April 2018	September 2018	40-60
Recruit	June 2018	November 2018	40-60