



# Richmond Police Department Staffing Report

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Chief of Police  
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# RPD BACKGROUND

## Richmond Police Department Staffing History

Sworn Hired as of 10/25/2021

	#	Graduation Date
123 <sup>rd</sup> Basic Recruit Class	20	9/24/21***
124 <sup>th</sup> Basic Recruit Class	16	3/17/2022
125 <sup>th</sup> Basic Recruit Class	3	Fall 2022
Sworn Lateral	0	NA
Sworn Rehire	5	Varied
October Applications	31	NA
Applications in background stage	43	NA

\*\*\*\*\*123<sup>rd</sup> BRC is in their 5<sup>th</sup> of 8 weeks of Field Training

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### Forecasting History

Year	Separations	Resignations	Terminations	Retired	In-Lieu	DROP
2017	40	28	1	11	2	11
2018	56	32	6	18	3	12
2019	48	37	3	8	1	8
2020	72	48	2	20	1	11
2021	83	51	5	26	1	12

Note: 2020 (1 deceased), 2021 (1 deceased)  
2022 Three Basic Recruit Classes are eligible for DROP

# National Trends and Current Staffing

## Richmond Police Department Staffing History

- Nationally, between 78%-86% of all law enforcement agencies reported having difficulty recruiting and retaining qualified candidates. (IACP. 2019. *The State of Recruitment: A Crisis for Law Enforcement* and September 2020. *New York Post*.)
- Currently, each precinct has 2-4 shifts. Staffing (mandatory overtime) dictates that each shift have at least a minimum of (9-12) officers on day shifts and (12-15) on evening/night shifts. Inevitably, staffing requirements are not fulfilled, and officers are required to stay over to maintain the safety of the citizens and other officers taking radio calls.

# National Trends and Current Staffing

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Eighty-six percent of police chiefs nationwide reported a shortage of sworn officers, with nearly half stating that the shortage had worsened over the past five years. (NY POST) Listing each agency would be redundant. According to a 2019 study completed by the International Chiefs of Police (IACP).

- **65%** of agencies reported having too few candidates applying to be law enforcement officers.
- **75%** of law enforcement agencies reported that recruiting is more difficult today than five years ago.
- **50%** of law enforcement agencies reported having to change agency policies in order to increase the chances of gaining qualified applicants. These changes are sometimes as simple as uniform design and officer appearance (beards and tattoos are permissible).
- **25%** of law enforcement agencies reported having to reduce or eliminate certain agency services, units, or positions because of staffing difficulties

(Source: IACP (2019). The state of recruitment: a crisis for law enforcement. Retrieved from [https://www.theiacp.org/sites/default/files/239416\\_IACP\\_RecruitmentBR\\_HR\\_0.pdf](https://www.theiacp.org/sites/default/files/239416_IACP_RecruitmentBR_HR_0.pdf))

# National Trends and Current Staffing

## Richmond Police Department Staffing History

- The Richmond Police Department faces challenges seen across other jurisdictions. The trend in recruitment efforts lacks any substantial numbers of qualified applicants, higher than average retirements, lower than average pay, subpar benefits, and a demanding schedule that has been committed individuals exhausted due to unprecedented shortages. The demanding pressures on the police department to motivate civilian and sworn personnel to meet current demands have reached exhaustive levels. Then there are those individuals in public, private, governmental, and scholastic training who were allies and supported our efforts that have gone silent. Altogether, individuals have decided to leave the profession.
- According to the 2019 study, *The State of Recruitment: A Crisis for Law Enforcement*, of 289 agencies, 189 officers accepted another job in a local police department. Over 171 officers pursued a career outside of law enforcement, and 113 officers accepted a federal position.

(Source: IACP (2019). The state of recruitment: a crisis for law enforcement. Retrieved from [https://www.theiacp.org/sites/default/files/239416\\_IACP\\_RecruitmentBR\\_HR\\_0.pdf](https://www.theiacp.org/sites/default/files/239416_IACP_RecruitmentBR_HR_0.pdf))

# National Trends and Current Staffing

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## RPD Specific Challenges

**Public perception/department rebranding-** The negative stories may be creating new challenges for recruiting, hiring, and retaining well-qualified police officers. Negative perceptions may cause people who might otherwise have considered a career in policing to seek other options.

**Recruitment challenges-** Recruitment challenges include a general decrease in the number of applicants, a lack of applicants from traditional “pipelines” to policing, and strong competition between agencies for applicants.

**Competition Between Agencies-**As the applicant pool shrinks, police agencies compete with one another for well-qualified recruits. This is particularly true in areas where multiple agencies recruit from a single regional Police Academy. In addition, various agencies often compete for the same individuals. To remain competitive, agencies try to make themselves an attractive option for applicants.

**Retention Challenges** –With declining applicants, it is essential for agencies to retain their experienced officers. But a number of police departments reported that retention is also a struggle and said they lose officers to other police agencies—or new careers.

# National Trends and Current Staffing

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## RPD Specific Challenges

**Competition Between Agencies – Lateral Hires**- The competition between agencies does not end when officers are hired; it often continues, as officers' move from one agency to another to obtain better pay and benefits or less stressful work. A police department can also save money by hiring an officer from another agency instead of hiring a recruit because an experienced officer who is already certified can begin work without lengthy and costly training periods. Lateral hires benefit agencies that can afford to provide better salaries and benefits.

**Recruitment at Federal Level**- Federal law enforcement has traditionally been attractive to state and local police officers, and many local law enforcement agencies lose experienced officers to federal agencies. But federal agency officials who participated in PERF's conference said they have their challenges with recruitment and retention.

**Local Pay and Benefits**- Pay study