

December 2008

Academy Graduates Add to Police Force

Slight decline in overall force level countered with an additional class of 30

A police class of 37 recruits graduated on November 25, bringing the December sworn force to 2,211 officers. The Boston Police Department (BPD) experienced a net decrease of 7 officers from the January 2008 level of 2,218 due to higher-than-expected attrition from the starting class of 60 recruits. To maintain force projections, a new class of 30 recruits began training December 8th and will graduate in June 2009.

This slight decline in the sworn force comes after 131 officers were added in CY07, making the January 2008 force level of 2,218 the highest since 2000. Along with the 37 graduates, 6 officers from other police departments joined the BPD this year.

Police classes in the academy generally experience an attrition rate of 12%. The most recent class began with 60 recruits and lost 23 at the time of

graduation, a 38% attrition rate. This matter will be discussed further in January's *Bureau Update*.

The sworn force level represents the number of officers fully trained to perform the duties of a police officer and excludes recruits or officers still in training. However, approximately 10% of the sworn force is unavailable for duty at any given time due to injury, leave, light duty restrictions, or other reasons. As of December 9th, 8.5% of the sworn force was not available for duty.

The small reduction in the sworn force this year comes after four years of growth from CY04 to CY07, during which 226 officers were added to rebuild the force after budget cuts in FY03 and FY04. From FY02 to FY04, local aid was cut by 8.2% and the BPD budget was reduced \$8.2M, causing the force level to decrease by 169 officers. With expected local aid cuts of up to 10% in FY10, the City will be challenged in maintaining force levels next year.

