

March 2016

## More Officers as Planned, But Promised Civilianization of Police Force Has Stalled

The budget for this fiscal year, adopted last June, included funding to allow the New York Police Department (NYPD) to hire an additional 1,297 police officers as well as 415 full-time civilian personnel (not police officers) over the course of the year. Hiring 415 additional civilians in fiscal year 2016—an increase of 2.8 percent—would enable the department to redeploy an equal number of police officers who have been performing administrative or support functions to direct law enforcement activities.

Although the policy is frequently questioned, the NYPD has long assigned full-duty police officers to positions that the department itself concedes are civilianizable, meaning the work does not require a trained police officer but could instead be performed by a civilian. Over the course of the 2015 fiscal year, the NYPD made progress in reducing the number of full-duty officers in civilianizable positions from 739 to 600. Aside from these full-duty police officers working in support positions rather than direct law enforcement, the NYPD also uses officers who are on restricted, limited, or modified duty to perform administrative and support tasks. The initiative in last spring’s budget was not aimed at these other categories of officers.

During the first half of the current fiscal year NYPD police officer staffing increased as planned with the hiring of new

classes of recruits to the Police Academy, but progress along the civilianization front seems to have stalled. While the number of police officers on the force increased by about 800 from June through December of 2015, the number of full-time civilian staff actually declined by 49 (0.3 percent).

With a net loss in full-time civilian staffing, the NYPD—not surprisingly—reported very little change (from 600 to 593) over the same six-month period in the number of full-duty police officers working in positions that could instead be performed by civilian personnel. (The NYPD is required to report quarterly on civilianizable positions under legislation enacted in 2001.)

With civilian hiring stalled, expenditures for full-time civilian staffing are on pace to be significantly less than budgeted for the current year. More specifically, spending on salaries for full-time civilian personnel averaged \$51 million per month over the course of the first seven months of the current fiscal year (July 2015 through January 2016). This rate of spending projected over the course of the entire year would translate into total spending of about \$612 million, or \$76 million less than the \$688 million budgeted as of January 2016.

*Report prepared by Bernard O'Brien*

### More Police Officers, Fewer Civilians

	June 2013	June 2014	June 2015	December 2015	Change (June-December 2015)
NYPD Full-Time Staffing					
Uniformed Personnel	34,804	34,440	34,618	35,410	+792
Civilian Personnel	14,204	14,512	14,535	14,486	-49
Full-Duty Uniformed Personnel in Civilianizable Positions	665	739	600	593	-7

SOURCES: Mayor’s Office of Management and Budget; New York City Police Department

NOTES: Staffing figures reflect actual staffing as of last day of given month. Uniformed personnel includes police officers and all other police personnel of higher rank.  
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