

RECEIVED

38
APR 13 2026

ADMINISTRATION BUREAU

MEMORANDUM

April 8, 2026

TO: Colleen Chandler, Director, Human Resources Division

FROM: Renee' Gatewood, Acting Commander, Employee Benefits Unit

SUBJECT: March 2026 Monthly Board Report

The Monthly Board Report for March 2026 is attached for your review and submittal to the Bureau Office.

TABLE OF CONTENTS

- Page 1 Summary of Personnel Actions
Comparison of 2026 versus 2025 Personnel Actions
- Page 2 Personnel Action Details (Payroll Changes)
- Page 3 Department Strength
- Page 4 Rank/Title, Ethnic Distribution
- Page 5 Law Enforcement Tenure by Rank and Years of Service
- Page 6 Department Commendations and Disciplinary Actions
- Page 7 Suspensions
- Page 8 Disciplinary Actions

Renee' Gatewood
Acting Commander
Employee Benefits Unit

Attachments

DC Ortiz

For your review + submittal to the Board.

Colleen Chandler 18305

For Reviewing to BOC

Chief Annex

I recommend approval and forwarded for inclusion in the BOPC book.
DC Luis Ortiz 4763

PERSONNEL SUMMARY FOR BOARD OF POLICE COMMISSIONERS

March 31, 2026

Colleen Chander, Director, Human Resources Division

PERSONNEL ACTIONS

CATEGORY	LE	POC	CI	BD	RS	AU	SMR	CH	TOTAL
Appointments (new hires)			4						4
Reappointment (rehires)			1		2				3
Deceased			1						1
Terminations									0
Retirements	4								4
Resignations	1		1						2
Subtotal ***	5	0	7	0	2	0	0	0	14
Salary Increase	80		17						97
Salary Decrease									0
Merit Increase									0
Change of Rank - Salary Increase	9								9
Change of Rank - Salary Decrease									0
Change of Rank - No Salary Change		29							29
Change of Title - Salary Increase			5						5
Change of Title - Salary Decrease									0
Change of Title - No Salary Change	10								10
Change of Name	1								1
Leave of Absence									0
Return From Leave of Absence									0
Out-of-Class Pay (Begin)	3		1						4
Out-of-Class Pay (End)	3		2						5
Subtotal	106	29	25	0	0	0	0	0	160
TOTALS	111	29	32	0	2	0	0	0	174

LE - Law Enforcement

POC - Police Officer Candidate

CI - Civilian

BD - Board Employee

RS - Reserve Officer

AU - Auxiliary Service Volunteer

SMR-Summer/Clerical

CH-Chaplain

*** Details on next page

**March-26 vs December-25
COMPARISON OF 2026 VERSUS 2025 PERSONNEL ACTIONS
Current Year to date / Last Year Total**

	LE		POC		CIV		BD		RS		AU		SMR		CH		TOTAL	
	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025
Appointment	2	5	30	103	8	80		2								2	40	192
Reappointment		3	2	1	1	6		1	2	6	1	3					6	20
Deceased					1												1	0
Termination				3		3										1	0	7
Retirement	5	41				21											5	62
Resignation	5	27	3	6	5	33	1	3	2	7		6					16	82
Total Left Dept	10	68	3	9	6	57	1	3	2	7	0	6	0	0	0	1	22	151
AVG per Month	3.33	5.67	1.00	0.75	2.00	4.75	0.33	0.25	0.67	0.58	0.00	0.50	0.00	0.00	0.00	0.08	7.33	12.58

DEPARTMENT STRENGTH
March 31, 2026

FULL TIME EQUIVALENT (FTE) EMPLOYEES CHART

CLASSIFICATION	FY26 City Defined FTE's	FY26 City Funded FTE's	Difference between Defined & Funded FTE's	Employees on Payroll as of 03/31/2026	Compared to 12/31/2025	Current Funded Vacancies
Law Enforcement	1365	1215	-150	1153	1132	62
Police Officer Candidates	44	44	0	49	46	-5
Career Civilians	655	625	-30	556	556	69
BOPC	5	5	0	4	5	
Subtotal	2069	1889		1762	1739	126

UNPAID MEMBERS

Reserve Officers			41	41	
Auxiliary Service Volunteers			25	24	
Chaplains			15	15	
Subtotal			81	80	

POLICE OFFICER CANDIDATES

	This Month	YTD
Previous Month Total	78	
Appointments (new hires)	0	30
Civ Reclassed to POC	0	4
Reappointments (rehires)	0	2
Terminated	0	0
Resigned	0	3
POC's appointed to PPO	29	29
Reclassified to Civ Position	0	1
Current Month Total	49	

Breakdown of total POC's as of 03/31/26		
187th EOC #296	Early hires 188th EOC #297	LD Pool
48	0	1

POLICE OFFICER

	This Month	YTD
Appointments	2	2
Re-appointments	0	0
Current Month Total	2	

	YTD
Total Sworn Appointed/Reappointed	31

RANK/TITLE, ETHNIC DISTRIBUTION

March 31, 2026

LAW ENFORCEMENT BY RANK/TITLE, ETHNIC GROUP

RANK/TITLE	MALES								FEMALES								TOTAL
	W	B	H	I	A	P	M	U	W	B	H	I	A	P	M	U	
Chief of Police									1								1
Lieutenant Colonels	3	1	1														5
Majors	11	1	3						2	1					2		20
Captains	37	6	2					1	4	1							51
Subtotal	51	8	6	0	0	0	0	1	7	2	0	0	0	0	2	0	77
Sergeants	144	21	9		1		7	3	23	8	2				2	1	221
Subtotal	144	21	9	0	1	0	7	3	23	8	2	0	0	0	2	1	221
Police Officers	398	63	40	2	7	1	30	2	72	13	4		2		6		640
Detectives	145	12	9		1		6	1	31	3	1	1			2	1	213
Subtotal	543	75	49	2	8	1	36	3	103	16	5	1	2	0	8	1	853
Master Patrol Officers	1																1
Master Detectives	1																1
Subtotal	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
TOTAL	740	104	64	2	9	1	43	7	133	26	7	1	2	0	12	2	1153
Police Officer Candidates	29	3	4		2		1		6		1				3		49
GRAND TOTAL	769	107	68	2	11	1	44	7	139	26	8	1	2	0	15	2	1202
Percentages	63.98%	8.90%	5.66%	0.17%	0.92%	0.08%	3.66%	0.58%	11.56%	2.16%	0.67%	0.08%	0.17%	0.00%	1.25%	0.17%	100.00%

CIVILIAN DISTRIBUTION BY TITLE, ETHNIC GROUP

TITLE	MALES								FEMALES								TOTAL
	W	B	H	I	A	P	M	U	W	B	H	I	A	P	M	U	
General Counsel	1																1
Assoc General Counsel									2								2
Directors	1	1							1								3
Deputy Director																	0
Managers	7								3						1		11
Supervisors	23	4	1		2		1		25	12					1	1	70
Subtotal	32	5	1	0	2	0	1	0	31	12	0	0	0	0	2	1	87
Civilians	111	26	12	1	5		8		175	93	20		3		13	2	469
Subtotal	111	26	12	1	5	0	8	0	175	93	20	0	3	0	13	2	469
GRAND TOTAL	143	31	13	1	7	0	9	0	206	105	20	0	3	0	15	3	556
Percentages	25.72%	5.58%	2.34%	0.18%	1.26%	0.00%	1.62%	0.00%	37.05%	18.88%	3.60%	0.00%	0.54%	0.00%	2.70%	0.54%	100.00%

LAW ENFORCEMENT AND CIVILIAN ETHNIC DISTRIBUTION

	MALES								FEMALES								TOTAL
	W	B	H	I	A	P	M	U	W	B	H	I	A	P	M	U	
Combined Grand Total	912	138	81	3	18	1	53	7	345	131	28	1	5	0	30	5	1758
Combined Percentages	51.88%	7.85%	4.61%	0.17%	1.02%	0.06%	3.01%	0.40%	19.62%	7.45%	1.59%	0.06%	0.28%	0.00%	1.71%	0.28%	100.00%

- W - White
- B - Black
- H - Hispanic or Latino
- I - American Indian or Alaska Native
- A - Asian
- P - Native Hawaiian or Other Pacific Islander
- M - Two or more races
- U - Unknown

LE MINORITY & FEMALE REPORTING

Minority LE	280	24.28%
Female LE	183	15.87%

LAW ENFORCEMENT TENURE BY RANK AND YEARS OF SERVICE

March 31, 2026

Years of Service	Probationary Police Officer	Police Officer	Detective / Investigator	Master Patrol Off	Master Detective	Sergeant	Captain	Major	Deputy Chief	Chief	TOTALS	% per service group
Less than 1 Year	50	34									84	7.29%
1 to 2 Years	11	138									149	12.92%
3 to 4 Years		53	9								62	5.38%
5 to 9 Years		141	62			21					224	19.43%
10 to 14 Years		60	42			30	1				133	11.54%
15 to 19 Years		59	29	1		56	9				154	13.36%
20 to 24 Years		63	44			67	31	9			214	18.56%
25 to 29 Years		25	23		1	37	7	6	3	1	103	8.93%
30 plus Years		6	4			10	3	5	2		30	2.60%
TOTALS	61	579	213	1	1	221	51	20	5	1	1153	100.00%

DEPARTMENT COMMENDATIONS, DISCIPLINARY & ADMINISTRATIVE ACTIONS
March 2026

	Current Month	Year to Date	Year Totals
Personnel Action	March	2026	2025
Medals of Valor	0	0	0
Distinguished Service Medals	0	0	0
Certificates of Commendation	15	16	22
Meritorious Service Awards	13	13	12
Chief's Commendation Letters	3	110	310
Special Unit Citation	2	2	85
Purple Heart	1	1	0
Lifesaving Awards	4	4	19
Crisis Intervention Team Award	0	0	0
TOTAL COMMENDATIONS	38	146	448

Terminations	0	1	6
Reductions in Rank	0	0	1
Suspensions			
1 to 14 Days	1	4	17
15 Days or more	0	0	3
Pending further action	0	3	14
Letters of Reprimand	0	0	8
Disciplinary Counseling	1	7	46
TOTAL DISCIPLINARY ACTIONS	2	15	95

Administrative Actions	3	3	3
TOTAL ADMINISTRATIVE ACTIONS	0	3	3