



LAW ENFORCEMENT BULLETIN



STAFFING & BUDGETING RESOURCES

Budgeting can be a significant challenge, especially as many governing bodies ask chiefs to justify staffing levels amid recruitment and retention challenges. While many crime categories are currently at or near historically low levels nationally, that reality should not diminish the need for careful staffing analysis; instead, it should prompt chiefs to be prepared to clearly explain how their agencies use available resources, deploy personnel, and meet today's public safety expectations. Unfortunately, most agencies are unable to conduct a true staffing study and often rely on peer-city comparisons or per-capita ratios that have been repeated for years, even though their origins and reliability may be unclear.

Modern staffing discussions must also account for changes in police work. Officers today are expected to spend considerably more time on certain calls to slow down situations, communicate effectively, de-escalate when possible, document their actions, and coordinate follow-up services. Many calls also require the use of advanced technology, digital evidence management, specialized investigative skills, and the ability to respond to high-tech crimes. These operational demands increasingly require specialized training, dedicated positions, and staffing models that reflect the actual workload and complexity of contemporary policing.

The National Policing Institute, a strong supporter of evidence-based policing, has developed an analysis tool based on your department's actual demands. The NPI notification announcing their available services asks you to sign up to be placed on a list for future notifications and access to this service. It is unclear if there is a cost associated with this service. To sign up for the service tool, click [here](#).ⁱ

When the analysis tool is ready, it will allow you to upload CAD data, and NPI's evidence-based methodology will do the rest, developing an analysis, report, and recommendations that will enable you to defend your recommendations during your budget presentation to the governing body.ⁱⁱ

The [Law Enforcement Accreditation Plus Portal](#) also supports the highly important functions of staffing, budgeting, and training by providing numerous essential policies that help agencies strengthen operations, guide personnel development, and align resources with current law enforcement responsibilities. These resources can also improve training and staffing effectiveness by helping chiefs identify policy-driven training needs, document role expectations, support consistent supervision, and maintain compliance with evolving police licensing requirements.

If you have any questions, contact your Law Enforcement Risk Control Consultant.

ⁱ [Ibid.](#)

ⁱⁱ [Ibid.](#)