



NEWS RELEASE

Chicago Police Department

Larry Snelling
Superintendent

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THE CHICAGO POLICE DEPARTMENT RELEASES WORKFORCE ALLOCATION STUDY AND COMMUNITY POLICING ASSESSMENT

Workforce Allocation Study provides a comprehensive analysis of CPD's staffing and balances public safety with the strategic allocation of resources; Community Policing Assessment provides framework to enhance community-focused policing

CHICAGO — The Chicago Police Department today released the full Workforce Allocation Study, which provides recommendations for CPD's staffing and organization based on a year-long analysis conducted by the Matrix Consulting Group. These recommendations focus on the strategic allocation of staffing within the department to both enhance public safety and strengthen community trust.

The Workforce Allocation Study was conducted through data-driven analysis of CPD's current staffing, which includes both sworn and non-sworn members. The study utilized current staffing levels at CPD, and the recommendations were developed based on filled positions. The recommendations do not take into account vacant budgeted positions.

The release of this Workforce Allocation Study coincides with the release of a Community Policing Assessment conducted by the Civic Consulting Alliance. Department members and more than 1,100 community members were interviewed as part of this assessment. Their feedback was used to inform nine recommendations that create a stronger infrastructure for CPD to build community-focused policing into every aspect of its daily operations.

"While these studies will help us implement a long-term staffing model that increases the effectiveness and efficiency of day-to-day operations, we will continue to review and adjust staffing as needed to prioritize the safety of every Chicagoan," said Superintendent Snelling. "We are grateful to Matrix and the Civic Consulting Alliance for their diligent work and to each department member and community member who participated in this comprehensive study."

As part of the Workforce Allocation Study, both CPD members and community members were interviewed to provide pertinent information needed to evaluate staffing needs across every bureau and every role within CPD. The Workforce Allocation Study will also be used as a blueprint for the continuous review and analysis of department staffing moving forward.

Many of these recommendations are rooted in existing efforts by CPD to strategically allocate resources, while facilitating more efficient and timely responses to calls for service in every police district. These efforts include the [Unity of Command and Span of Control Pilot Program](#) that establishes an operational structure that forges stronger bonds between officers and the communities they serve.



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Throughout the past few years, CPD has also been working toward civilianizing specialized roles that do not require sworn authority or training, which the report recommends substantial opportunities for, allowing additional officers to return to patrol functions.

The Community Policing Assessment recommendations will inform how CPD moves forward with the Workforce Allocation Study recommendations related to community policing. These recommendations build on CPD's philosophy that every police officer has the responsibility of building trust in the communities they serve.

It is important to note that while these recommendations will help create a framework for a long-term staffing model, they are not mandates. The decision to implement recommendations will hinge on overall staffing levels, labor agreements and budgetary limitations.

Both the Workforce Allocation Study and the Community Policing Assessment were funded through philanthropic partners.

The full Workforce Allocation Study can be found [HERE](#).

The full Community Policing Assessment can be found [HERE](#).

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