

June 1, 2022

The Honorable Tyisha Walker-Myers
President, Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06510

Dear Alder President Walker-Myers,

In accordance with the Order of the Board of Alders authorizing the Mayor to apply for and accept all grants on behalf of the City of New Haven, passed October 17, 1994, I am writing to respectfully request the Honorable Board to approve the submission of an application to the U.S. Department of Justice, Community Oriented Policing Services Office, for a one year, \$175,000.000 grant for the New Haven Police Department (NHPD) to develop an Officer Recruitment and Retention Toolkit.

As you know, despite a budgeted strength of 408 sworn officers, the NHPD has only 336 actual officers, a vacancy rate of about 18%. Like other departments across the country, NHPD is facing challenges with recruiting and retaining qualified officers. This funding would enable the Professional Standards and Training Division to develop a toolkit to more successfully recruit and retain personnel. For example, as interactions with police officers are among the main reasons current officers are attracted to a career in law enforcement, our current team of recruiters could be expanded to a larger task force of patrol and leadership that works on a regular basis to enlist prospective officers. We would also explore expansion of social media outlets and our website to reach more people. We know that a fully staffed Department with lower turnover increases officer productivity, reduces burnout, and facilitates cohesion as newer officers learn from veterans who have been on the force for a long time. We would also explore other specific strategies to reduce turnover.

Thank you for your consideration. Please contact me if you have any further questions.

Sincerely,

Regina Rush-Kittle
Acting Chief of Police