

# CHANGE WITH PURPOSE

February 4, 2026 – Chief Sean Case



# RECOMMENDATIONS FROM FOUR SOURCES



- Internal 15-Year Officer Involved Shooting (OIS) Study
- Chris Darcy Recommendations following an administrative investigation of an OIS.
- Certus Staffing Study
- Policy Project



# Anchorage Police Department 2025 Recommendations



15- Year OIS Study

Darcy Report

Staffing Study - Patrol

Staffing Study – Crime Suppression

Staffing Study - Detectives

Staffing Study – Planning & Management

Staffing Study - Administration

Total Recommendations

Total

13

Complete

13

In-Progress

0

Not Started

1

11

11

13

3

3

22

7

1

11

7

3

27

1

2

53

10

178

150

18



# Anchorage Police Department Policy Project 2025



Policy Drafted	Started Workflow	Policy Revision	Workflow Complete	Policy Section	Notes	% Complete	Start	Finish
●	●	●	●	Section 1	Workflow Started 6/9	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%	5/12/25	11/28/25
●	●	●	●	Section 2	Workflow Started 7/24	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%	6/15/25	12/26/25
●	●	▲	■	Section 3	Workflow Started 9/7	<div style="width: 80%;"><div style="width: 80%;"></div></div> 40%	9/2/25	
●	●	■	■	Section 4	Workflow Started 12/10	<div style="width: 20%;"><div style="width: 20%;"></div></div> 0%	11/14/25	
●	■	■	■	Section 5		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%	1/30/26	
■	■	■	■	Section 6		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%		
■	■	■	■	Section 7		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%		
■	■	■	■	Section 8		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%		
■	■	■	■	Section 9		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%		
■	■	■	■	Section 10		<div style="width: 0%;"><div style="width: 0%;"></div></div> 0%		

● Completed

▲ In-Progress

■ Not Started

- Policy Drafted Through ➔ 5.24
- Policies reviewed Through ➔ 3.04

➤ Policy Project is 32% complete.

# STAFFING

1/22/2026

Authorized

Vacant

Assigned

% Fill

425 34 341 82%



## Attrition

	2021		2022		2023		2024		2025 YTD	
	Sworn	NS	Sworn	NS	Sworn	NS	Sworn	NS	Sworn	NS
Hired	25	11	39	22	33	24	26	24	54	25
Resigned	20	3	25	21	30	18	27	15	24	17
Retired	21	11	20	8	21	3	15	3	13	3
Net	-16	-3	-6	-7	-18	3	-16	6	17	5

	7/8/24	1/5/26
Authorized	443	425
Filled	381	392
Vacant	62	34

Academy: 29

# RECRUIT RETENTION



Academy	Started	Graduated	Pass FTO	APD Officer	Retention Rate Upon Completion of Training
<b>22-1</b>	23	20	18	12	67%
<b>22-2</b>	16	13	11	10	91%
<b>23-1</b>	15	14	13	10	77%
<b>23-2</b>	20	16	15	15	100%
<b>24-1</b>	11	10	9	9	100%
<b>24-2</b>	13	8	8	8	100%
<b>25-1</b>	28	22			
<b>25-2</b>	26				

# RECRUIT DEMOGRAPHICS - 24-2 & 25-1



	APPLIED	Not Hired	Hired Qty	HIRED
White	312	274	38	12%
American Indian/Ak Native	39	39	0	0%
Asian	38	33	5	13%
Black/African American	62	60	2	3%
Hawaiian/Pacific Islander	43	40	3	7%
Hispanic/Latino	52	51	1	2%
Two or More Races	46	40	6	13%
Not Disclosed	18	18	0	0%
Male	512	463	49	9%
Female	93	87	6	6%
<b>Total</b>	<b>610</b>	<b>555</b>	<b>55</b>	<b>9%</b>

# RECRUITMENT

Academy	Applications Received	Hired
<b>22-1</b>	339	23
<b>22-2</b>	295	16
<b>23-1</b>	301	14
<b>23-2</b>	264	20
<b>24-1</b>	294	13
<b>24-2</b>	263	13
<b>25-1</b>	286	28
<b>25-2</b>	329	27
<b>26-1</b>	533	





**ANCHORAGE POLICE DEPARTMENT**