

# 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



	Total	Complete	In-Progress	Not Started
15- Year OIS Study	13	13		
Darcy Report	11	11		
Staffing Study - Patrol	14	13	0	1
Staffing Study – Crime Suppression	28	22	3	3
Staffing Study - Detectives	19	11	7	1
Staffing Study – Planning & Management	37	27	7	3
Staffing Study - Administration	56	53	1	2
Total Recommendations	178	150	18	10



# 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><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 100%	5/12/25	11/28/25
●	●	●	●	Section 2	Workflow Started 7/24	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 100%	6/15/25	12/26/25
●	●	▲	■	Section 3	Workflow Started 9/7	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 40%	9/2/25	
●	●	■	■	Section 4	Workflow Started 12/10	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%	11/14/25	
●	■	■	■	Section 5		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%	1/30/26	
■	■	■	■	Section 6		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%		
■	■	■	■	Section 7		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%		
■	■	■	■	Section 8		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%		
■	■	■	■	Section 9		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> 0%		
■	■	■	■	Section 10		<div><div></div><div></div><div></div><div></div><div></div><div></div><div></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
3	425	34	391	92%

## 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
22-1	23	20	18	12	67%
22-2	16	13	11	10	91%
23-1	15	14	13	10	77%
23-2	20	16	15	15	100%
24-1	11	10	9	9	100%
24-2	13	8	8	8	100%
25-1	28	22			
25-2	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%
Total	610	555	55	9%

# RECRUITMENT



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





**ANCHORAGE POLICE DEPARTMENT**