



# **COLORADO SPRINGS POLICE DEPARTMENT**

## **RECRUITING AND RETENTION**

Adrian Vasquez, Police Chief – January 12, 2026

# RECRUITING EFFORTS 2025



Survey applicants and recruits on recruiting efforts

Recruiting Team attended over 30 events in 2025 including:

- Job fairs
  - Military Events (TAP, Connect w/Vets)
  - High School Career fairs
  - College Outreach
- 
- Over 50 Social Media posts targeting Recruiting (Facebook, Instagram, X)
  - Billboards
  - Magnets with QR codes on Vehicles

# RECRUITING EFFORTS 2025

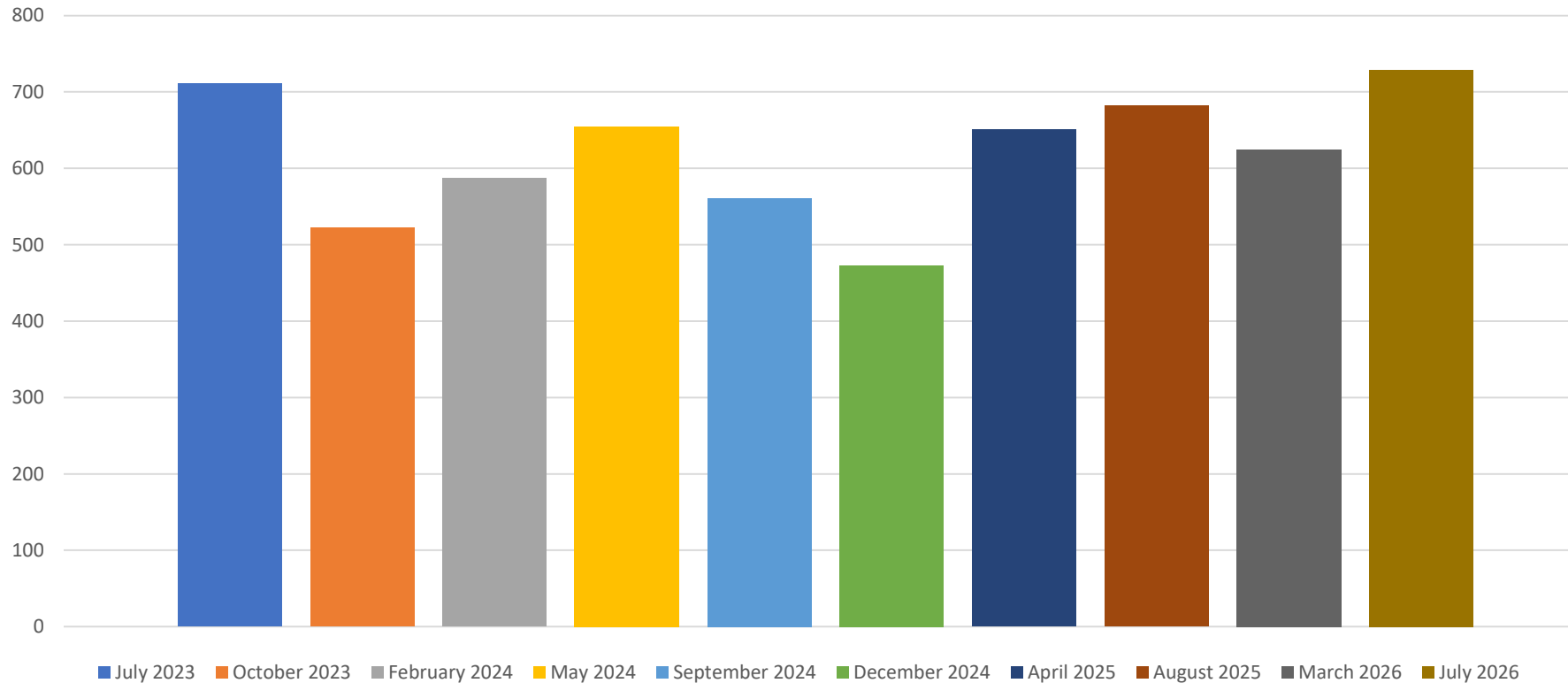


- Online Ads (Government Jobs, Police One, Indeed, ZipRecruiter, LinkedIn)
  - Boosted Ads
- SROs (High school outreach)
- Community Relations Events
- Cadet Program
- Internships
  - 42 interns 2024/2025
  - Immersion and variable programs
- Attract – Nationwide outreach – 150,000 contacts

# APPLICATIONS



Applications

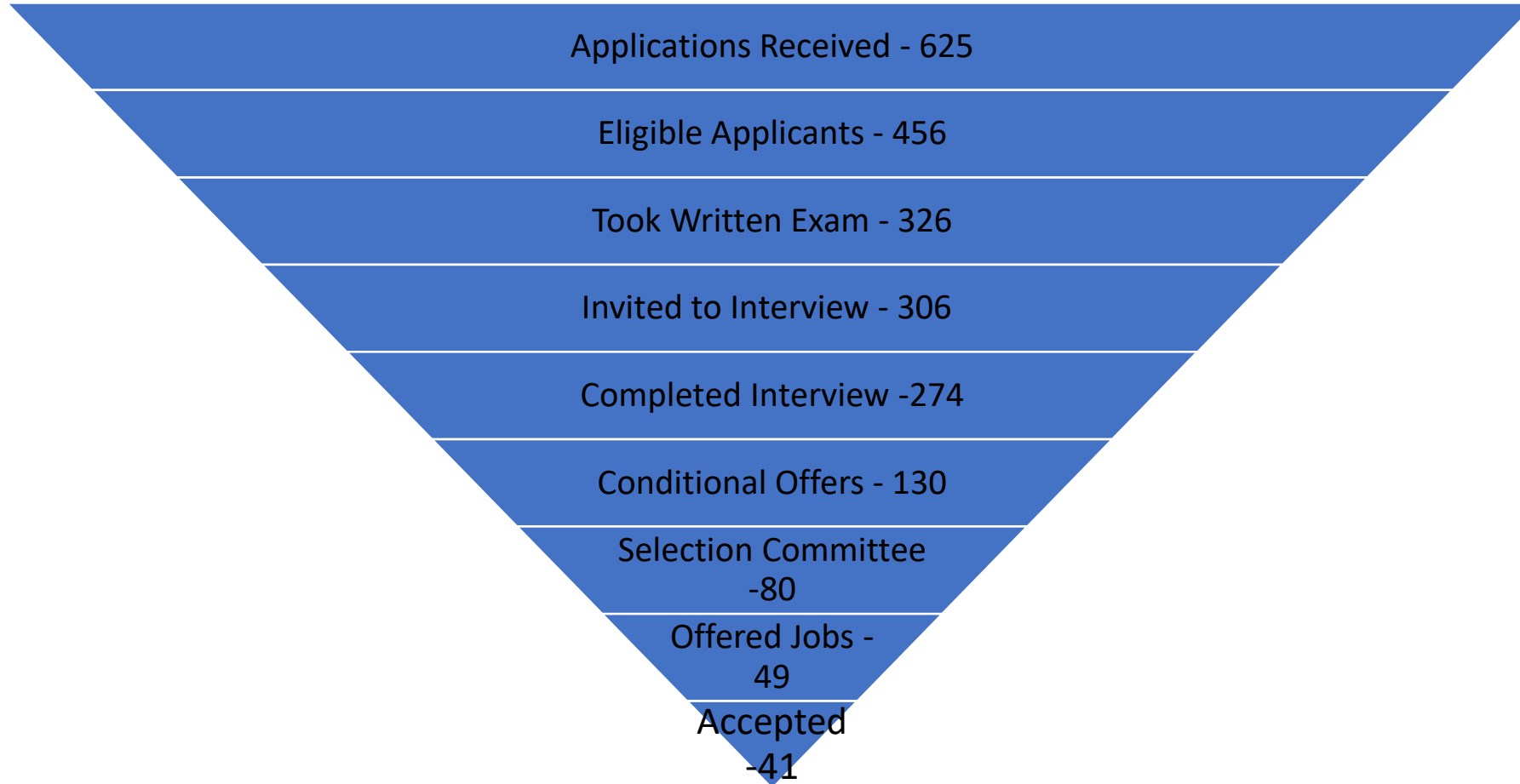


# SWORN HIRING



- CSPD has a continuous hiring model for sworn applicants – applications always open
- Academies scheduled every 18 weeks. Two-three academy classes scheduled per year; three in 2026; three in 2027
- Averaging 600 sworn applicants per process and overlapping processes = 1200-1800+ applicants per year
- The job posting and application process begins approximately 10 months prior to the scheduled academy start date.
- One Academy class in session – 25 Recruits – Graduate in February

# APPLICATION FLOW



# RETENTION EFFORTS

## COMPENSATION



Police Commander	\$78.986703
Police Lieutenant	\$70.453122
Police Sergeant	\$59.805948
Police Officer 1st	\$49.230286
Police Officer 2nd	\$42.945718
Police Officer 3rd	\$38.971343
Police Officer 4th	\$35.362105
Police Recruit	\$31.874713

Pay Comparisons – Salary Surveys

Annual step progressions for Police Officer funded for 2026

Special Pays – Shift differential, PTO, Acting, Longevity

PROP 130 – retention bonuses

# BENEFITS



- Medical, Dental and Vision plans
- City Employee Medical Clinic and City Employee Pharmacy
- Reach Your Peak Wellness Program – focused on Body, Life & Mind
- Robust Mental Health Resources
- Telehealth Services available at no cost to the employee for General Medical and Behavioral Health Needs
- ZERO Health provides services to employees and their dependents enrolled in the City's medical plans at \$0 cost to the employee
- Pet Insurance
- EAP – Counseling, Financial planning, Legal support, Child and Eldercare Resources
- Paid Vacation/Sick
- Life, STD/LTD
- Face it Together
- Programs specific to Heart Health and Diabetes
- Alternative Medicine
- HRA and FSA health and dependent care spending accounts
- Employee discounts on transit, gym memberships, ski tickets, and tickets to various events
- FPPA



# CAREER PATHS



Police Officer 1<sup>st</sup> Class – 3 years after graduation Officers can test for Specialized Units/Assignments

## **Over 40 Specialized Units/Assignments:**

- Detectives (Homicide, Special Victims, Technical Investigations)
- Metro (Property Crimes, DEA, Narcotics, Vice, Intelligence)
- Patrol Support (DART, HOT, SROs)
- Tactical (K9, TEU, Marshal, Motors, Bomb/Arson)
- Real-Time Crime Center

# PROMOTION OPPORTUNITIES



## **Sergeant Promotion**

- 2023: 10 Promotions
- 2024: 6 Promotions
- 2025: 14 Promotions

## **Lieutenant Promotion**

- 2023: 3 Promotions
- 2024: 4 Promotions
- 2025: 4 Promotions

## **Commander Promotion**

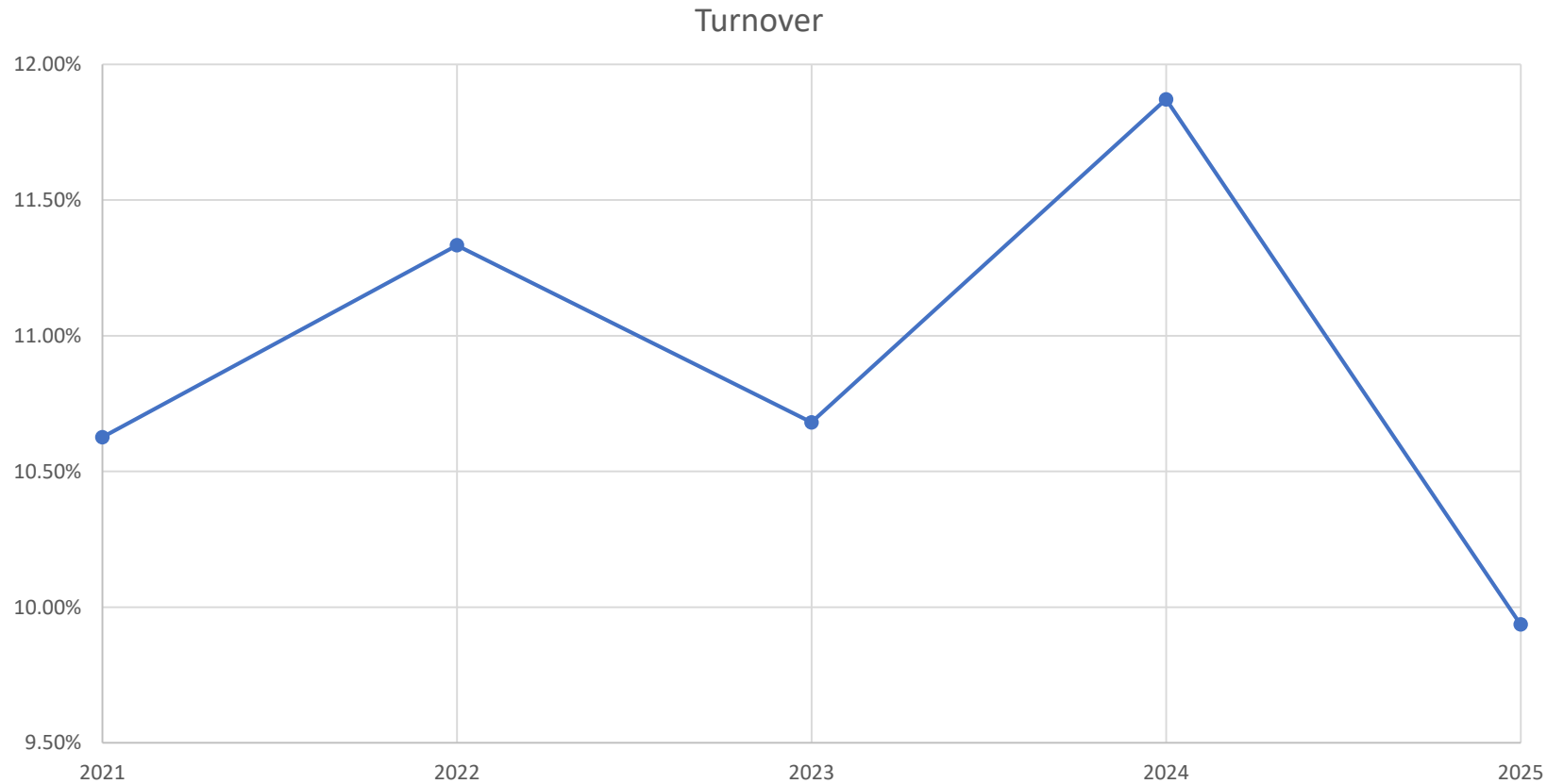
- 2023: 1 Promotion
- 2024: 2 Promotions
- 2025: 1 Promotion

# TECHNOLOGY/TRAINING



- AXON Technology Package
- Advanced virtual reality training
- Online Reporting
- Brazilian Jiu Jitsu
- Advanced Scenario Training

# TURNOVER RATES



# TURNOVER REASONS

	Total	78	
Retirement	30	38.46%	
Different Job	5	6.41%	
Career Change	7	8.97%	
Resigned During Academy	3	3.85%	
Discharged	6	7.69%	
Resigned in Lieu of Term	2	2.56%	
Personal Reasons/No specific reason listed*	10	12.82%	
Relocated	7	8.97%	
Transferred to Civ Pos	0	0%	
Family Reasons	5	6.41%	
Health	3	3.85%	
Death	0	0.00%	

# QUESTIONS

