



## CNA Staffing Analysis: Optimizing Staffing for Safer Communities

CNA provides comprehensive staffing analyses tailored to the unique needs of justice agencies, helping them optimize staffing, improve resource allocation, and enhance operational efficiency. Using proven methodologies and advanced data analysis, our staffing services deliver lasting value by equipping agencies with actionable insights and evidence-based strategies to address workload challenges. With decades of experience, CNA has partnered with numerous agencies to evaluate their administrative and operational services, align resources with community needs, and support data-informed decision-making that strengthens public safety outcomes.

### WHAT is a staffing analysis?

A staffing analysis is a systematic approach to determining the optimal number and distribution of officers and support staff needed to provide public safety services effectively. This analysis examines workload factors such as call volume, response times, specialized functions, and administrative tasks, as well as current staffing levels and deployment patterns. By integrating quantitative data and qualitative insights, the analysis provides guidance for resource allocation, budget planning, and operational efficiency, ensuring that law enforcement organizations can meet community needs and maintain high standards of service.

### WHO should consider requesting a staffing analysis?

Agencies of any size can benefit from a comprehensive staffing analysis, especially when facing staffing shortages, rising workloads, or budget constraints. Police chiefs, sheriffs, and command staff should consider this assessment to ensure that resources are effectively allocated and operations are properly staffed. Staffing analysis also supports agencies undergoing organizational changes, budget reviews, or efforts to adopt best practices, enabling strategic planning and high-quality service delivery.

### Benefits of a Staffing Analysis

Requesting a staffing analysis provides numerous benefits for law enforcement agencies, including the following:



**Optimizing resource allocation**



**Improving operational efficiency**



**Balancing reactive and proactive policing**



**Enhancing employee wellness**



**Supporting budget and staffing decisions**



**Addressing community concerns:**



**Adapting to changing demands**



**Identifying areas for improvement**

## HOW can CNA's staffing analysis help your agency?

CNA provides customizable staffing solutions to fit your agency's specific needs and budget. Whether you aim to optimize patrol deployment, assess specialized units, analyze workload trends, or address staffing challenges, CNA's expert team combines advanced research and practical law enforcement experience to deliver actionable results. By tailoring the analysis to your priorities, CNA helps improve efficiency, support officer wellness, and enhance service to your community.

Areas of analysis include the following:

- **Estimating patrol and overall staffing needs:** Determines the optimal number of patrol and specialized officers required based on workload, shift relief, leave, and operational demands.
- **Analyzing workload and deployment:** Assesses officer hours spent on calls for service, proactive policing, and self-initiated activities to identify workload trends and resource utilization. Evaluates beat allocation and geographic coverage to ensure equitable service levels.
- **Evaluating proactive versus reactive work:** Reviews the balance between community engagement, directed patrols, and reactive responses to calls for service.
- **Reviewing specialty and administrative functions:** Examines staffing, workflow, and resource distribution in specialized units (e.g., investigations, administration) and civilian functions to identify improvement opportunities.
- **Assessing supervisory and organizational structures:** Reviews supervisory span of control, management structure, succession planning, and internal communication to ensure effective oversight and operational efficiency.

- **Analyzing staff retention, training, and experience:** Assesses retention, attrition, and adequacy of training and experience to support current and future workloads.
- **Improving process efficiency:** Identifies opportunities to streamline business processes, improve internal reporting, and enhance overall operational effectiveness.
- **Performing comparative benchmarking:** Benchmarks staffing ratios and performance indicators against similar agencies and national standards to identify best practices.
- **Evaluating data quality and integration:** Highlights gaps in administrative data and recommends methods of integration and modernization for improved analysis.
- **Modeling alternative staffing scenarios:** Forecasts effects of different staffing and deployment strategies to support short-, mid-, and long-term planning.
- **Reviewing community engagement and service expectations:** Aligns staffing analysis with community-oriented, intelligence-led, and data-driven policing to meet service expectations.



## About CNA

CNA is a not-for-profit analytical organization dedicated to the safety and security of the nation. With nearly 700 scientists, analysts, and professional staff across the world, CNA's mission is to provide data-driven, innovative solutions to our nation's toughest problems. It operates the Center for Naval Analyses—the Department of the Navy's federally funded research and development center (FFRDC)—as well as the Institute for Public Research. The Center for Naval Analyses provides objective analytics to inform the decision-making by military leaders and ultimately improve the lethality and effectiveness of the joint force. The Institute for Public Research leverages data analytics and innovative methods to support federal, state, and local government officials as they work to advance national and homeland security.

To learn more or request a staffing analysis from CNA, please contact Vivian Elliott at [elliottv@cna.org](mailto:elliottv@cna.org).