

## Department Demographics

The Springfield Police Department hires employees who exhibit character and integrity traits that align with the values and standards of the SPD. Those values and standards reflect what is expected of them by the community we serve. We also strive to employ a diverse police force that mirrors the racial and ethnic makeup of the City of Springfield. We are an equal opportunity employer and actively encourage diverse candidates to apply by visiting GoSPD.com.

### SPRINGFIELD POLICE DEPARTMENT EMPLOYEES MID-YEAR 2010 & MID-YEAR 2020

SWORN PERSONNEL		Mid-2010 (Includes 21 Academy Recruits)	Mid-2020 (Includes 14 in Academy/ Lateral/Early Hires)	Difference
Female	White	19	34	15
	Black or African American		2	2
	Native Hawaiian or Other Pacific Islander			0
	American Indian or Alaskan Native		1	1
	Two or More Races		1	1
	Hispanic or Latino		2	2
<b>Female Total</b>		<b>19</b>	<b>40</b>	<b>21</b>
Male	White	274	276	2
	Black or African American		3	3
	Native Hawaiian or Other Pacific Islander		1	1
	Asian	5	5	0
	Two or More Races		1	1
	Hispanic or Latino of any race	9	11	2
	Undisclosed		1	1
<b>Male Total</b>		<b>288</b>	<b>298</b>	<b>10</b>
<b>Grand Total</b>		<b>307</b>	<b>338</b>	<b>31</b>

  

Mid-2010 Sworn

White 95.4%  
Hispanic or Latino 2.9%  
Asian 1.6%

Mid-2020 Sworn

White 92.0%  
Hispanic or Latino 3.9%  
Black or African American 1.5%  
Asian 1.5%  
Two or More Races 0.6%  
American Indian or Alaskan Native 0.3%  
Native Hawaiian or Other Pacific Islander 0.3%

NON-SWORN PERSONNEL		Mid-2010	Mid-2020	Difference
Female	White	53	45	-8
	Black or African American	1	3	2
	Native Hawaiian or Other Pacific Islander			0
	Asian		1	1
	American Indian or Alaskan Native	1	1	0
	Hispanic or Latino	3	3	0
	Two or More Races	1	2	1
<b>Female Total</b>		<b>58</b>	<b>55</b>	<b>-3</b>
Male	White	15	22	7
	<b>Male Total</b>	<b>15</b>	<b>22</b>	<b>7</b>
<b>Grand Total</b>		<b>73</b>	<b>77</b>	<b>4</b>

SOURCE: City of Springfield Human Resources PD Ethnic Gender as of 06/20/2020 and SPD June Strength Report.

SPD R&D 08/11/2020