



The Workforce Allocation Study (WFA), conducted by Matrix Consulting Group, marks an important moment in the ongoing effort to reform the Chicago Police Department and end decades of misconduct and abuse. It is also intended to make certain that the department is allocating its resources so that all Chicagoans get what their taxes pay for – accountable, equitable, and effective policing.

The Illinois Justice Project is grateful to the City Council and the Chicago-area foundations who supported the Workforce Allocation Study and appreciates the analysis issued by Impact for Equity and others on April 29th, 2026. We want to highlight critical points that must be understood by the public and officials who control the department's budget.

First, a plain reading of the research and data presented by Matrix makes one fact clear: as is, CPD has been allocated more than enough to meet the staffing recommendations in the WFA. The report documents that the Department can meet its needs without additional funding by relocating its officers geographically, between units, and civilianizing positions.

After analyzing CPD's current staffing levels and workloads, the WFA recommended that the Department civilianize 604 positions that are currently held by sworn officers. It further recommends CPD reallocate those sworn officers to fulfill the needs in other areas of the department like Investigations and the Bureau of Patrol. If all 604 positions were successfully civilianized, this would only require CPD to hire a total of 57 additional sworn officers throughout the entire department.

CPD can meet this need without additional resources. During the period in which this study was conducted, the entire department had approximately 1,300 vacancies, about 1,000 of which were designated for sworn officers, [according to the Impact for Equity analysis](#). Rather than asking for more money in the upcoming budget cycle, CPD could reallocate resources now earmarked for the vacant positions to support the department's civilianization needs.

Accordingly, sworn officers who now sit behind desks would join their colleagues on patrol. Filling funded vacancies and reassigning sworn officers to policing will reduce overtime, freeing

up money to support a fully staffed force. This finding by the workforce allocation experts – that CPD does not need to budget for more officers cannot be underscored enough, given that the department has already [released an executive summary](#) indicating they would need to hire an additional [120 sworn staff and 400 civilians](#), an assertion not supported by the report.

We urge elected officials and policing leaders to adhere to the facts and data documented in the final report and to stand on the side of Chicago’s 77 communities to carry out a public safety plan that truly protects and serves all.