

MIAMI BEACH

OFFICE OF THE CITY MANAGER

LTC #376-2025

LETTER TO COMMISSION

TO: Honorable Mayor Steven Meiner and Members of the City Commission

FROM: Eric Carpenter, City Manager



DATE: September 11, 2025

SUBJECT: **Police Department Achieves Full Staffing by End of September 2025**

The purpose of this Letter to the Commission (LTC) is to provide the Mayor and the City Commission with an update on the Miami Beach Police Department's current and projected vacancy rates.

Over recent years, the Department has actively sought more avenues for durable police officer recruitment and retention. In particular, the Department has prioritized offering competitive compensation packages, including attractive starting salaries and hiring bonuses. Concurrently, it has engaged in aggressive, targeted, and innovative recruitment campaigns, streamlined the background investigation process to improve efficiency, enhanced its outreach through social media platforms, and adopted more rigorous candidate selection criteria. It also increased college and university activations, pursued a greater number of qualified female candidates, and enhanced its training facilities. Anecdotally, the Department has raised employment standards by emphasizing candidates with stable and progressive work histories, including prior military or law enforcement experience. This shift has produced a candidate pool that is more qualified and more likely to remain with the Department long-term.

Looking at available regional 2024 data, the Miami Beach Police Department, while growing its ranks markedly over the past three (3) years, has a vacancy rate far below that of similar departments. Comparable agencies like the North Miami Beach Police Department and the Coral Gables Police Department hold vacancy rates at approximately 11% and 14% respectively. Even with a higher number of retirements, the Department's vacancy rate has continually and steadily decreased over the last five years from 7.3% due to the quality and aggressiveness of the Department's hiring campaign.

Year	Vacancies	Filled Positions	Vacancy Rate (%)	Total Positions
2024	32	405	7.3%	437
2025 - April	16	421	3.6%	437
2025 - August	8	429	1.8%	437
2025 - September Projected	0	437	0.0%	437

It stands to highlight that the Miami Beach Police Department is forecasted to be staffed at an unprecedented **100%** with all 437 budgeted positions by the end of September 2025.

The Department's declining vacancy rate is the direct result of a deliberate, strategic and multifaceted approach implemented in response to an aging workforce and evolving national trends in law enforcement recruitment. Under Chief Jones' leadership, these efforts have led to a more substantial, more committed applicant pool, reduced turnover, and a projected zero vacancy rate.

WJ/cmrp

