



**Sheriff Bob Gualtieri**  
Pinellas County Sheriff's Office

### Attrition Rates

- In FY 14 law enforcement attrition rate was 9.7% and our corrections' attrition rate was 7.5%.
- In FY 15 the law enforcement attrition rate was 6.8% and the corrections' attrition rate was 6.1%.
- In FY 16 YTD, 91 deputies have separated from employment and we are a little more than half way through the fiscal year.
- Law enforcement and corrections lose approximately 3 and 4 deputies per month respectively, plus those leaving due to mandatory DROP retirements.

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20



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### Attrition Rates

- Over the next five years, **law enforcement** will lose about 79 deputies who are in DROP. We will have 208 deputies who are not in DROP but are retirement eligible and many will leave during this time.
- Over the next five years, **corrections** will lose about 33 deputies who are in DROP. We will have 182 deputies who are not in DROP but are retirement eligible and many will leave during this time.
- In addition, there are deputies who leave before being retirement eligible.

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21

Under state law, all police academies in Florida are regional and none are operated by local police departments or sheriff's offices. In the Tampa Bay area the regional law enforcement training sites are located at St. Petersburg College, Hillsborough Community College and Pasco-Hernando State College. All law enforcement agencies operate in the same manner and have two options when hiring officers/deputies —one is to hire certified officers and the other is to put uncertified recruits through the academy. Most agencies, including the Pinellas County Sheriff's Office try to hire certified officers but the pool of qualified applicants is small. Therefore, it is often necessary to hire uncertified recruits and sponsor them through the academy. Recruits and certified personnel hired are paid while they complete training. This process can take up to a year. This hiring and training process is consistent for all law enforcement agencies of our size.