RECOMMENDATION SUBMISSION AND RESPONSE FORM
2018 Diversity #24

<table>
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<th>DISCUSSED BY SCPRC</th>
<th>APPROVED AND IMPLEMENTED</th>
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<th>PENDING FURTHER REVIEW</th>
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<td>RECEIVED BY SPD</td>
<td>APPROVED AND PENDING</td>
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<td>RETURNED TO SCPRC</td>
<td>PARTIAL IMPLEMENTATION</td>
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DISCUSSED BY SCPRC
RECEIVED BY SPD 12/31/2018
RETURNED TO SCPRC 05/31/2023

SCPRC RECOMMENDATION
Collect more data from candidates that do not complete the process.

Changes to Existing Policy(s): Survey candidates that do not show up for tests or that drop out of the process to find out why and see if there are things SPD can do to decrease these drops.

SCPRC RECOMMENDATION RATIONALE
Collecting information as to why candidates drop out or do not show up for test will help identify the problem and can inform policies to address the deficiency.

SPD RESPONSE
In 2014, SPD received over 8,500 applicants in response to posted job openings and announcements. In 2022, SPD only received 850 applicants for the same postings.

SPD’s Outreach and Engagement Division, Community Advancement Unit, has been conducting surveys and interviews of nonresponsive applicants. As a result, Community Advancement Unit officers mentor applicants and assist through the hiring process.

The Outreach and Engagement Division has also refined SPD’s recruiting programs:
- Regular hiring workshops
- Ride-along program
- Bootcamp Wednesdays
- Social networking presence

http://www.cityofsacramento.org/Police/Join-SPD/Recruiting-Programs

OTHER CITY DEPARTMENTS
N/A

APPENDIX
N/A