

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #4

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW
APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT
PARTIAL IMPLEMENTATION		DENIED

SCPRC RECOMMENDATION

SPD has a number of programs that directly or indirectly impact recruitment of peace officer cadets.

Changes to Existing Policy(s): Review recruitment/outreach efforts to analyze "what is working" and eliminate or tweak areas that indicate low return or lack of measurability.

SCPRC RECOMMENDATION RATIONALE

SPD has some programs meant to directly attract applicants while other programs are more community engagement. SPD should review which programs are strictly meant to attract applicants and see how they can adopt metrics to measure success, including success in the recruiting and hiring of diverse cadets.

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>

In 2019, Outreach and Engagement Division revamped SPD's recruiting efforts using radio advertisements, billboards, social media accounts, and "Be the Difference" joinsacpd.org campaign. Additionally, the entire hiring process was organized with video vignettes nested inside step-by-step webpage.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A