Written exams have been identified as a barrier for some officers.

Changes to Existing Policy(s): Conduct workshops to help/mentor applicants with written exams.

The commission has been told that many officers don't show up to the written exam or fail the written exam. The idea here is that with a little support and mentoring, some of the applicants that may not take the exam will follow through on taking the exam.

In 2014, the Sacramento Police Department (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.

The Outreach and Engagement Division is comprised of varied race, color, religion, sex, gender identity, sexual orientation, marital status, national origin, and military or veteran status. 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

Since 2015, SPD officers have volunteered and presented during the five-week, Links to Law Enforcement program of three cohorts from African American, Latino, and Asian community groups in the Sacramento region. Officers provide insights of the recruiting and application process, police academy, and the law enforcement career from a minority’s perspective.

https://asianresources.org/links-to-law-enforcement

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A