

Sacramento Police Department



Ad Hoc Committee
Recommendations on Diversity
Hiring and Retention

Diversity Hiring Recommendations

- ✓ Planning / Recruitment
- ✓ Hiring
- ✓ Retention
- ✓ Training / Misc.



Our Current Diversity

Asian	9.7%
African-American	5.0%
Hispanic	10.3%
Other	2.0%
White	73.0%
Female	15.6%



Planning and Recruitment



Planning / Recruitment



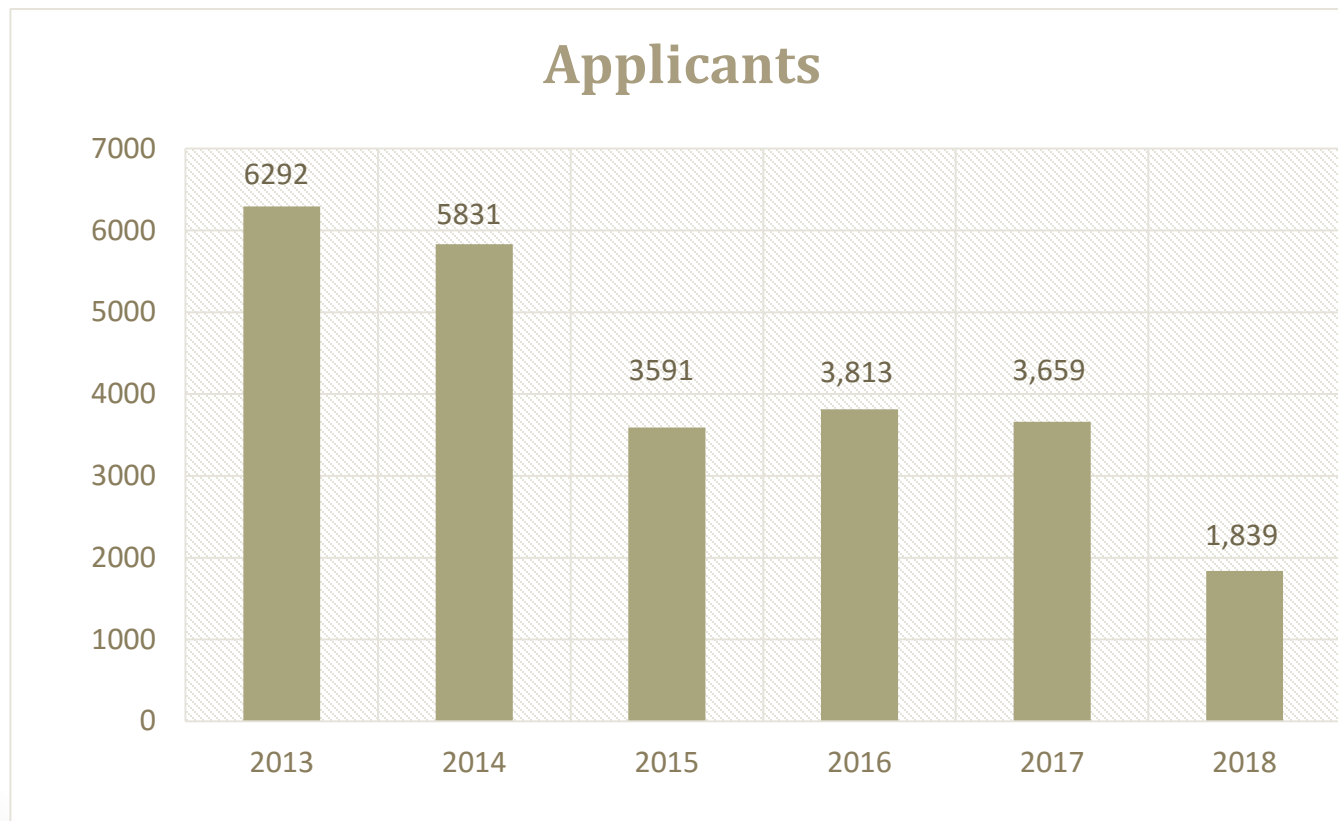
- Diversity Mission Statement
- Review current recruitment programs and practices
- Review Outreach efforts to analyze ‘what is working’
- Application process review for gender and racial bias
- Incentivize SPD officers and managers to live in City
- City of Sacramento Human Resources application process should be examined to include demographic data



Recruiting Challenges

Significant reduction in applications

- Down over last five years





Recruiting Challenges

State POST Written Test (PELLET-B)

- Given by City eight times per year
- Only about 50-65% show up
- Pass rate of roughly 58% in 2017.
- Lower pass rate for diverse candidates

Recruiting Efforts



- Recruiting Events:
 - MLK Career Fair
 - La Familia Career Fair
 - TET/Lunar Festival
 - Cal Expo Black Expo
 - UC Davis Cesar Chavez Conference
 - 2018 Diversity Job Fair
- Sac PD Strong Bootcamps
- Hiring Workshops
- Links to Law Enforcement

Recruiting Efforts



Law Enforcement Candidate Scholars Program (LECS)

- California State University, Sacramento
 - ✓ Cohort 3 just started
- Starting programs at Sacramento City College and Cosumnes River College

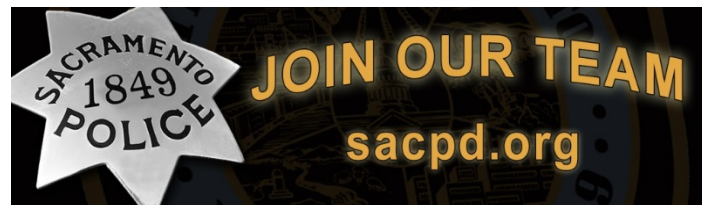
Hiring



Hiring Strategies



- Background Investigators must be diverse and culturally aware
- Panels used in hiring must be diverse and include civilians
- Give priority to local applicants
- Review applicants that are denied to ensure a fair process taking into consideration cultural norms



Retention Efforts



- To retain diverse officers, offer opportunities for mentorship and promotions throughout their career
- Pay incentive to bilingual officers
- Provide incentives to officers that live in Sacramento (pay increase, loan programs, take-home vehicle, etc..)

Training / Misc.



- Require annual current bias-free training to all officers
- Training officers must be diverse
- Require City Auditor to review diversity of all SPD applicants and determine where and why they are not successful in the process
- Conduct annual surveys of police personnel that include questions about diversity and inclusion during the application and retention process



We need your
help!