

# **Ad Hoc Police Practices Review Commission**

## **Recruitment, Diversity and Vetting Subcommittee Discussion Guide**

July 27, 2015

# Membership

Second Lieutenant

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# Scope

- Review current FCPD policies and practices for recruitment, diversity and background vetting
- Review “best practices” of other jurisdictions
- Develop recommendations

# Recruitment Marketing and Outreach

- Marketing

- Webpage
- FCPD magazine
- Media
- Internet
- Word of Mouth
- Job Fairs
- Public Service Announcements

- Outreach

- Diversity Council
- Explorer Program
- Cadet Program
- Interns
- Community Events

# Recruitment Recommendations

- Provide a referral incentive
- Develop and implement a marketing plan
  - Use email blasts
  - Employ assistance from School Career Centers
- Expand Explorer and Cadet Programs
- Build recruitment agreements with community
- Reduce application to hiring process
- Formalize selection process (PERF)
- Ensure written directives are kept up to date (PERF)
- Establish diverse Selective Review Committee (PERF)

# Diversity

- Chief's Diversity Council
- Diversity Strategic Goals and Objectives
- Community programs

# Diversity Recommendations

- Establish diversity goal for all commanders
- Educate and training on implicit bias

# Vetting

- Inline with other jurisdictions
- Intensive vetting process
- Delays with investigations and polygraph examinations
- Investigators and polygraph examiners shared with other agencies

# Vetting Recommendations

- Increase investigation and polygraph resources
- Formalize officer selection process (PERF)

# Retention/Attrition

- Competing with local government and police departments
- Salaries higher than FCPD
- Retirement 20 years vs. 25 years
- More incentives
  - Vehicle
  - Dual career path (management vs technical)

# Retention/Attrition Recommendations

Board of Supervisors provide resources to ensure PCPD is competitive, in salary and benefits, to secure and maintain a diverse workforce.

Thank you for the opportunity  
To serve