

Police Recruitment Overview



External Factors Affecting Recruiting

- Civil Service
 - OPOTA Initiated a pre employment physical Fitness test
 - Prior to academy
 - Based on Cooper fitness standards
 - Changes to written exam
 - Used to open applications every 2 or more years, now once yearly
 - Controls application timeline and process up to academy
- External factors that affected recruiting
 - Recession of 2008
 - Job market
 - High profile incidents national and local
- Affecting departments across the country
 - 2018 PERF survey found 63% of responding agencies had significant or slight decrease in applications over the past 5 years.



Internal Factors Affecting Recruiting

- Budget
- Staffing
- Lack of Priority
- Lack of Pipeline
- Skillset of Future Officers

Budget

- Has varied between 0-10,000 dollars per application period
- Often approved shortly before opening of application period
- Managed by new supervisors unfamiliar with the city processes for managing money
- Small budget Limits exposure using traditional media



Staffing

- Traditionally the department's junior sergeant and 1-2 officer volunteers.
- Specialized Units are available upon request depending on their schedules
- Staffed 1-2 months prior to start of recruitment process
- Starting in Fall of 2019 a full time Officer Level position was put in place for recruiting
 - Maintain communication with applicants pre/post application period
 - Maintain and update online presence
 - Purchase and maintain recruiting materials



Lack of Priority

- Tradition
 - Recruiting has not been an issue for the majority of Dayton Police Department's recent history.
 - Until 2018 was only activated every 2 years and required minimal oversight.
 - Reduced applications has impacted most departments throughout the country
- Shut down of Media/Contact Services prior to 2018
 - Public Affairs Managed Constant Contact for Website.
 - Civil Service has fixed this by updating website and using job interest cards on the website.
 - Phone line was in an unstaffed office.



Pipeline of Applicants

- Traditional avenues of applicants are not as fruitful
 - Word of mouth has declined as the traditional view of peace officers has changed.
 - Military pipeline has declined as the services work to retain qualified personnel and they seek other opportunities
 - Competition with other employers for the same pool of applicants
 - Competition with other departments
 - Small departments are offering similar pay and benefits
 - Quicker hiring processes
 - Less exposure to legal risks
 - Homegrown Heroes as a possible solution
 - More on this later as a part of the solution



Skill Set of Future Officers

- A major concern is whether today's recruits have the skills sets and temperament to meet the challenges of policing today.
- Traditionally physical ability, military training, and criminal justice background were viewed as desirable for new police applicants.
- Current recruiting focuses on range of knowledge, unique skills, bilingual, and ability to learn on the job.
 - Tools of policing have expanded giving more options to more diverse people
 - Crime fighting has evolved to include statistical analysis, DNA evidence, expanded information databases, and updated interview techniques.
 - Technology has progressed
 - Smartphones
 - Social media
 - Data base expansion
 - Information management/overload
 - Distractions in professional and personal life



Our Strengths

- Low Cost of living
- High pay nationally
 - Comparable to local departments
- Flexible work schedule
- Opportunities for advancement and specialized units
- Nationally recognized department
- Currently testing yearly
- Work environment that promotes making an impact



Our Weaknesses

- Long application process
 - Once yearly application window
 - Cincinnati just opened their application window an additional month due to low numbers
- Smaller departments are catching up on the pay scale
- Long time to top out pay
 - 78 months/6.5 years
- Very young department
- Lack of senior mentorship
- Viewed as a long term career
 - Expect officers to be employed for 25 years



What does recruiting look like?

Old Timeline

- Pre application period
 - Notified by civil service of application dates
 - 1-2 months, Personnel are selected and priorities are established
- Applications are active
 - 2 months actively taking applications
 - Attending in person events, website active, and push online presence
 - Schools, churches, colleges, city employees, etc...
- Post applications
 - Applicants are reviewed by civil service
 - Police personnel return to previous duties



Criminal Justice Program

- Collaboration with the City Of Dayton, Dayton Police and Dayton Public Schools
- Main objectives to be a method to garner interest in policing, community involvement, recruitment and communication
- Location was determined to be Pointz High School because of location being centrally located within City of Dayton
- Benefits of participation in program: college credits, graduation credits, drivers license class, Home Grown Hero placement and future career in Law Enforcement
- Starting Fall of 20-21



Homegrown Heroes

- Open to city employees who make less than a topped out officer level position.
- Complete same process as Open Competitive List
 - The promotional list will be given priority before starting with the open list.
- Dayton Fire Department EMT Pipeline
 - Can start at 18
 - Applied for position (more flexibility on who gets hired)
- Dayton Police have a gap from 18 to 21 for employment.
 - There are non sworn jobs that can potentially serve as this pipeline.
 - Desk Security, Court Detail, Telephone Response Unit.

