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 oversite.
  – 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
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.