

# San Diego Police Department

## Recruitment & Retention Update

March 22, 2007



# Recommendation 1:

Hire a Recruiting Consultant to develop a competitive recruiting program.

- The evaluation committee completed its review of the pricing proposals submitted by the interested vendors.
- Selection of our Hiring Consultant to be completed by the end of March 2007.

## Recommendation 2:

Pay for all required equipment and uniforms for incoming recruits and lateral officers at the start of the Academy.

- A draft memorandum seeking approval of this program is already working through the chain of command within the Police Department. The memorandum is seeking \$500.00 per each recruit and lateral officer to obtain needed equipment.
- We anticipate having this program in place prior to the April 2007 Academy.

## Recommendation 3:

Maximize the SDPD's current recruiting system.

- October 2006 – March 2007 tested 975 potential applicants
- October 2005 – March 2006 tested 699 potential applicants
- **39.5% increase in comparison**

# Recommendation 3:

## Maximize the SDPD's current recruiting system.

Six Month Recruiting Comparison October thru March FY06 vs. FY07

Test Month	Written			Pass			P.A.T			P.I.Q.		Issued Cases			Hired To Date		
	FY06	FY07	%Change	FY06	FY07	%Change	FY06	FY07	%Change	FY06	FY07	FY06	FY07	%Change	FY06	FY07	%Change
October	132	146	10.6%	87	85	-2.3%	82	86	4.9%	Not	80	59	43	-27.1%	7	8	14.3%
November	91	110	20.9%	58	72	24.1%	60	74	23.3%	Tracked	74	24	29	20.8%	3	6	100.0%
December	100	136	36.0%	73	74	1.4%	70	76	8.6%		75	43	29	-32.6%	7	7	0.0%
January	131	152	16.0%	79	84	6.3%	85	92	8.2%		86	53	46	-13.2%	11	5	-54.5%
February	83	230	177.1%	55	125	127.3%	63	158	150.8%		128	27	50	85.2%	3	4	33.3%
March	162	201	24.1%	112	119	6.3%	110	132	20.0%		119	45			9	0	-100.0%
Total	699	975	39.5%	464	559	20.5%	470	618	31.5%		562	251	197	-21.5%	40	30	-25.0%

## Recommendation 3:

Maximize the SDPD's current recruiting system.

- The goal of placing 40 recruits in each Police Academy remains as the primary goal of the Background and Recruiting Unit.
- As of March 20, 2007 we have 32 applicants scheduled for the April Academy. We will continue to hire recruits throughout the month of March. We anticipate hiring 40 recruits for the April Academy.

# Recommendation 4:

## Immediate Job Offers.

- Once an applicant has successfully completed their initial written test, physical agilities test, Personal Information Questionnaire, Personal History Statement, Polygraph Examination and the Appointing Authority Interview, they receive a conditional job offer.
- The final job offer is contingent upon successful completion of a psychological and medical examination. With the background investigative process reduced to approximately 60-80 days, there is no need to offer any other type of job offer.
- Our process is now consistent with other agencies and is applicable to current legal standards.

# Recommendation 5:

## Out-of-State Transfers

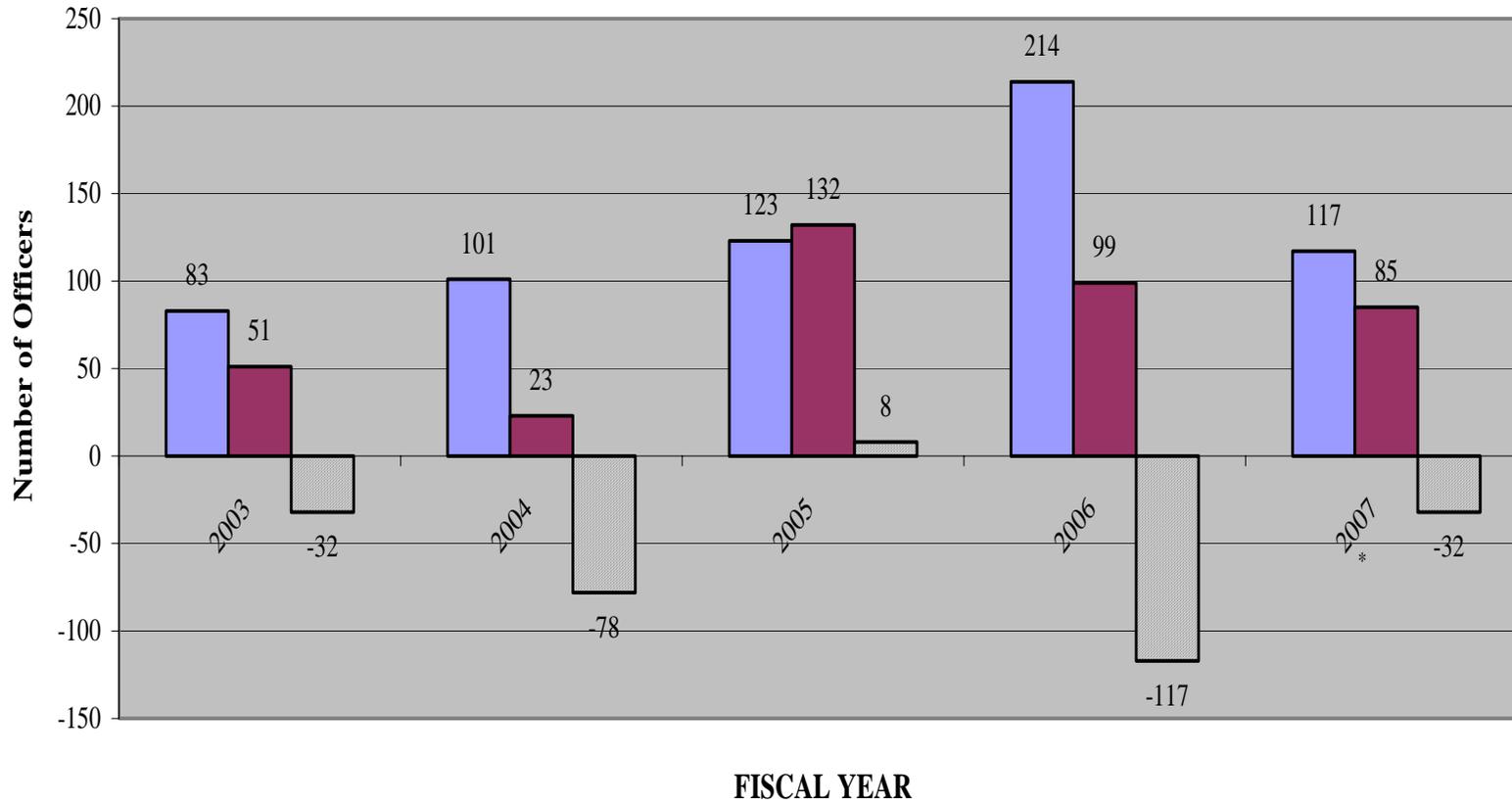
- The necessary paperwork to fairly compensate an out-of-state transfer has been approved through the Department's Chain of Command.
- A law enforcement officer from another State will need to attend the Police Academy to obtain a POST certificate. This is required by the State of California.
- We will offer salary compensation that recognizes the experience this officer brings to our Department. Out-of-State laterals will be offered either a PO-1 or PO-II salary compensation based on their level of experience. Details of the program still need to be confirmed by the Civil Service Commission.

# Recommendation 6:

Internal Task Force regarding Retention Issues.

- As of 03/20/07, fifty (50) sworn officers have left the Department to work for other Law Enforcement Agencies.
- **A total of 638 officers have left the Department since 2003. 390 have been hired.**

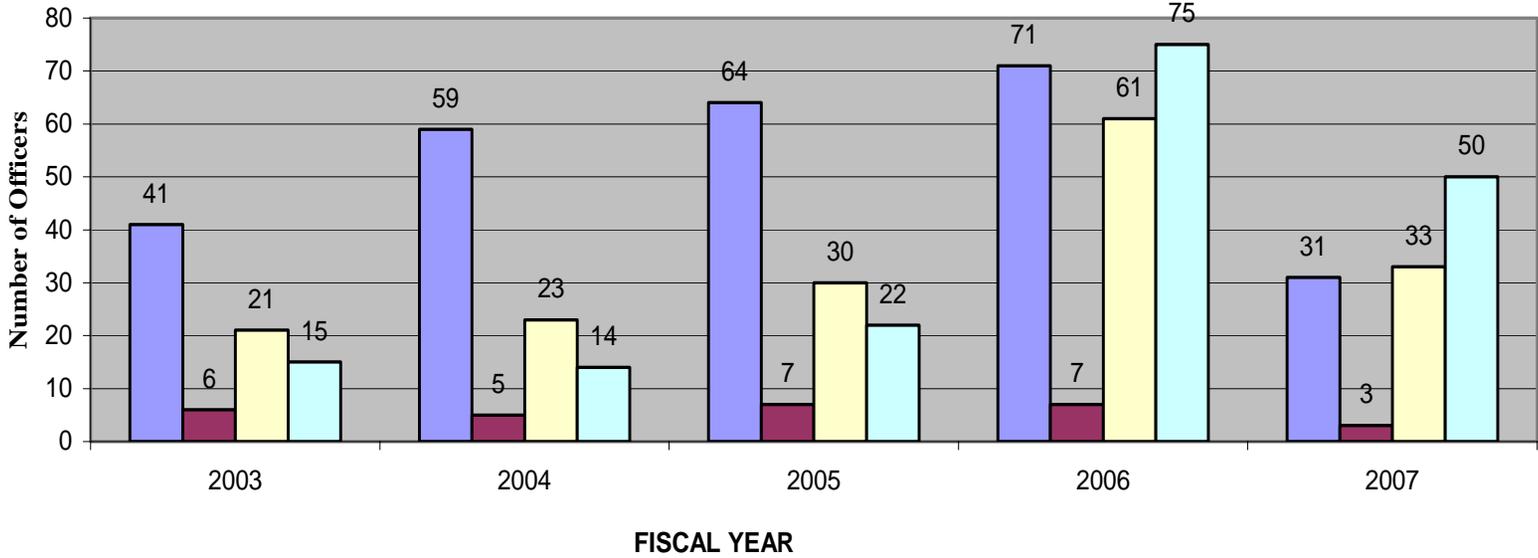
## Departed and Hired Sworn Employees and Associated Gain or Loss from FY 2003 to Present



\*Current as of 03/19/07

■ Departed 
 ■ Hired 
 ■ Gain or Loss

### Sworn Personnel Departed During FY2003 to FY2007



*\*Current as of 03/19/07*



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