



**Tacoma Police Department
Hiring Update**
Assistant Chief Ed Wade
January 29, 2019



PRESENTATION OVERVIEW



- Staffing Levels
- Retirement
- Hiring and Separation Trends
- Hiring Process
- Applicant Diversity
- Hiring and Department Demographics
- 2018 Process Improvements
- 2019 Hiring/Recruiting

Current Staffing

Tacoma Police Department Budgeted Positions: 402

Commission: 360

Budgeted Positions By Rank	Filled Budgeted	Vacant Budgeted	Total Budgeted
Chief	1	0	1
Assistant Chief	3	0	3
Captain	4	0	4
Lieutenant	14	0	14
Sergeant	42	1	43
Detective	55	3	58
Patrol Officer	221	16	237
Total	340	20	360

Added to 2019/2020 Budget
 3 Patrol Officers – July 2019
 2 Patrol Officers – January 2020

Non Commission: 42

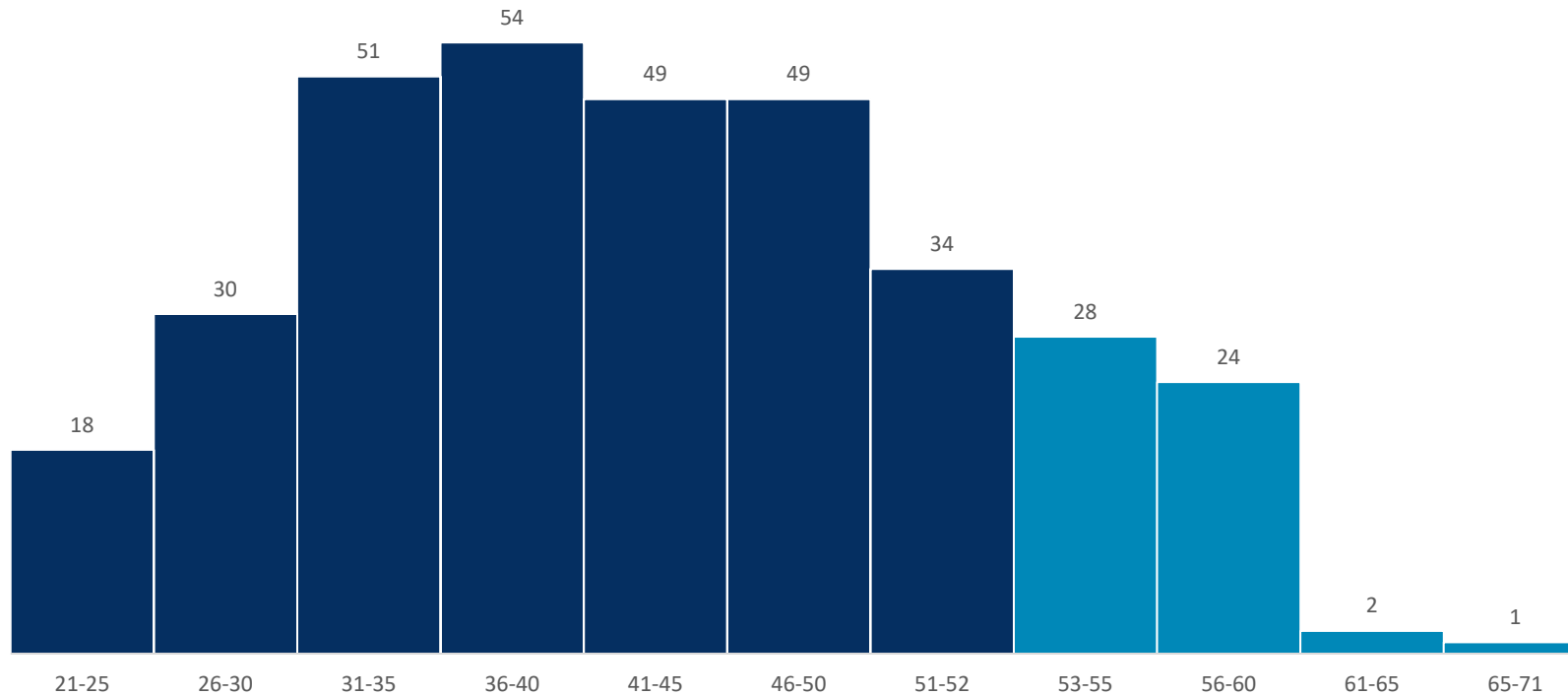
Budgeted Positions By Rank	Filled Budgeted	Vacant Budgeted	Total Budgeted
Animal Control Supervisor	1	0	1
Animal Control Officer	3	0	3
Office Assistant	1	0	1
Community Relations Specialist	1	0	1
IT Analyst, Senior Technical	1	0	1
Computer Support	2	0	2
Crime Analyst, Sr	1	0	1
Crime Analyst	1	0	1
Crime Program Technician	2	0	2
Forensic Manager	1	0	1
Forensic Services Supervisor	2	0	2
Forensic Specialist	3	0	3
Latent Print Examiner	2	1	3
Crime Scene Technician	5	0	5
Financial Manager	1	0	1
Financial Assistant	3	0	3
Office Manager	1	0	1
Police Admin Support Specialist	10	0	10
Total	41	1	42



Retirement Eligibility

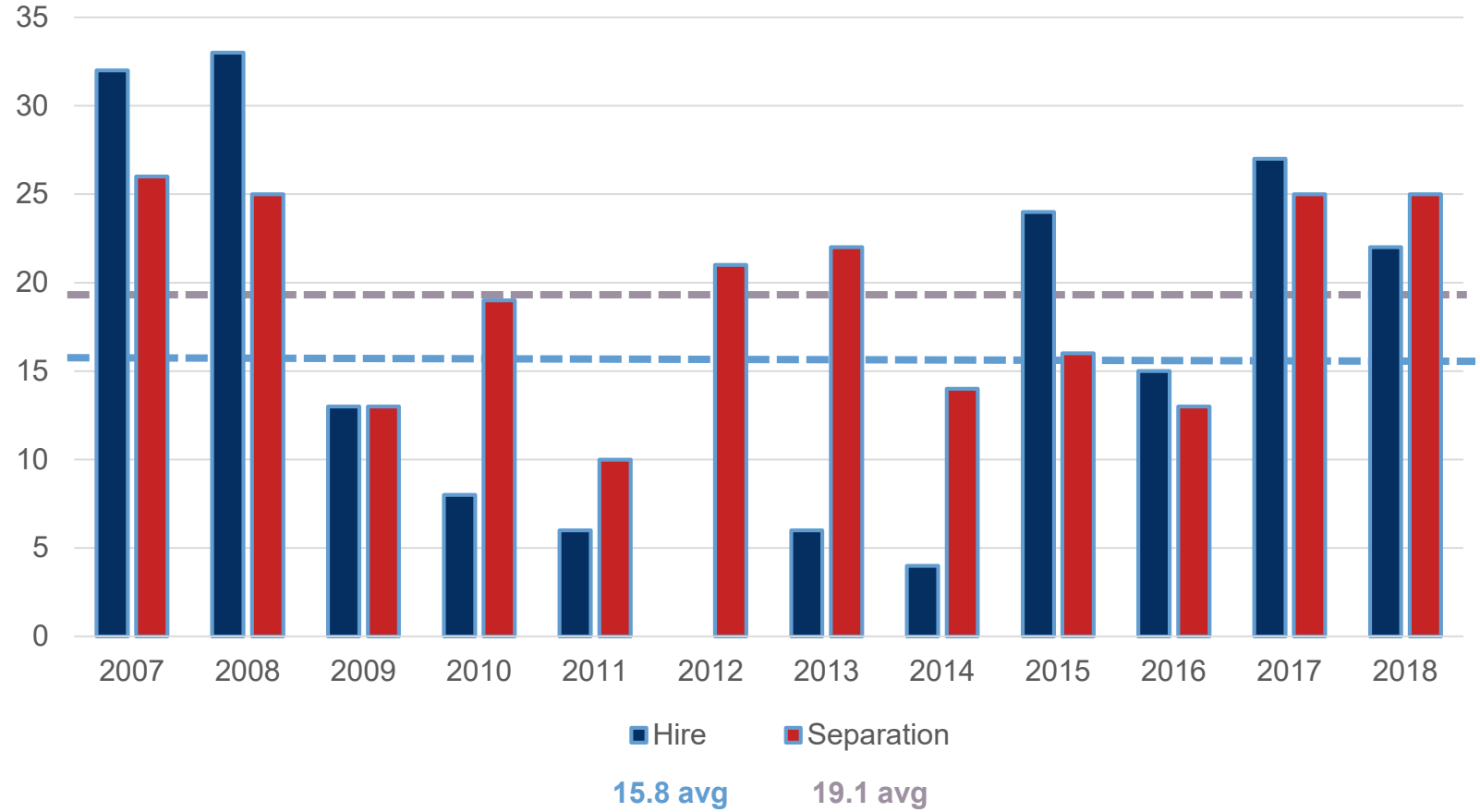
Retirement Eligible	# of Officers	% of workforce
Today	78	23%
3 Years	96	28%
5 Years	107	31%

Age of TPD Workforce



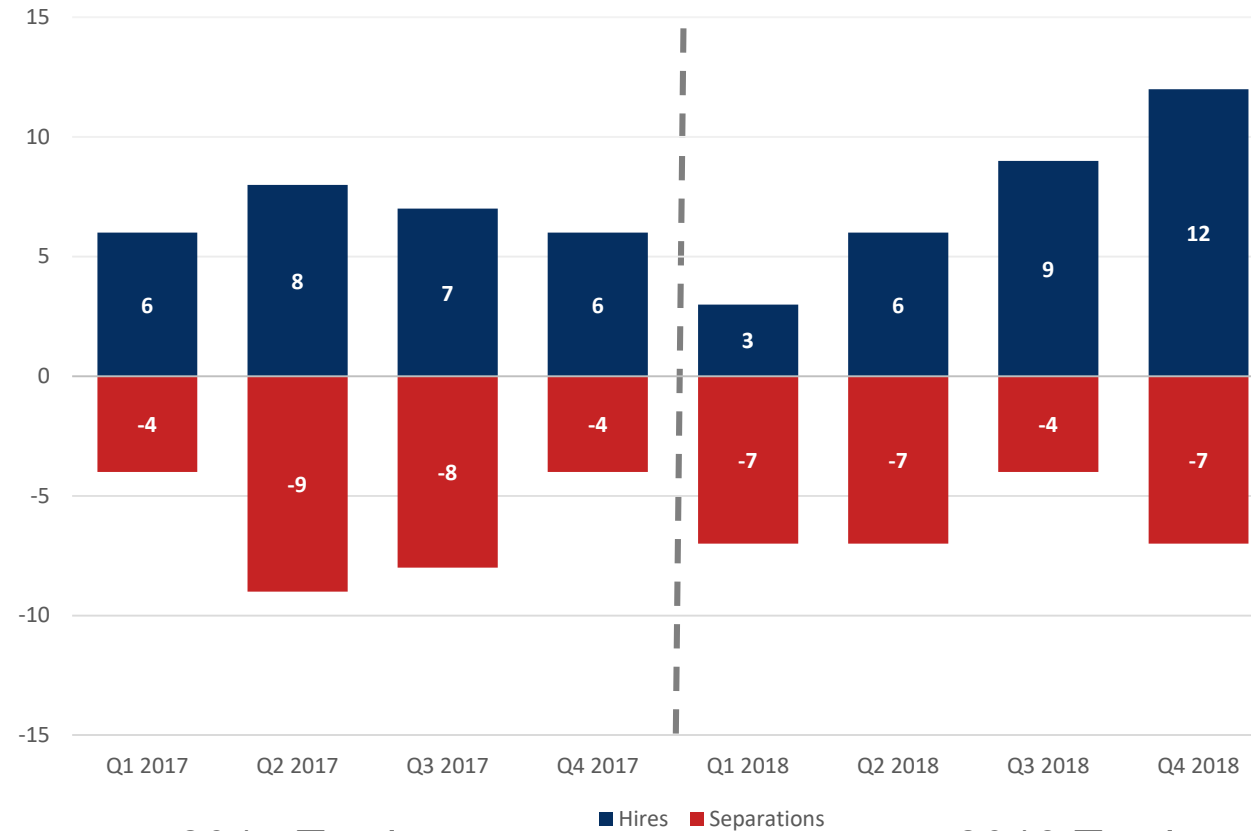


Hiring & Separation Trends





2017 & 2018 Hires - Separations



2017 Totals



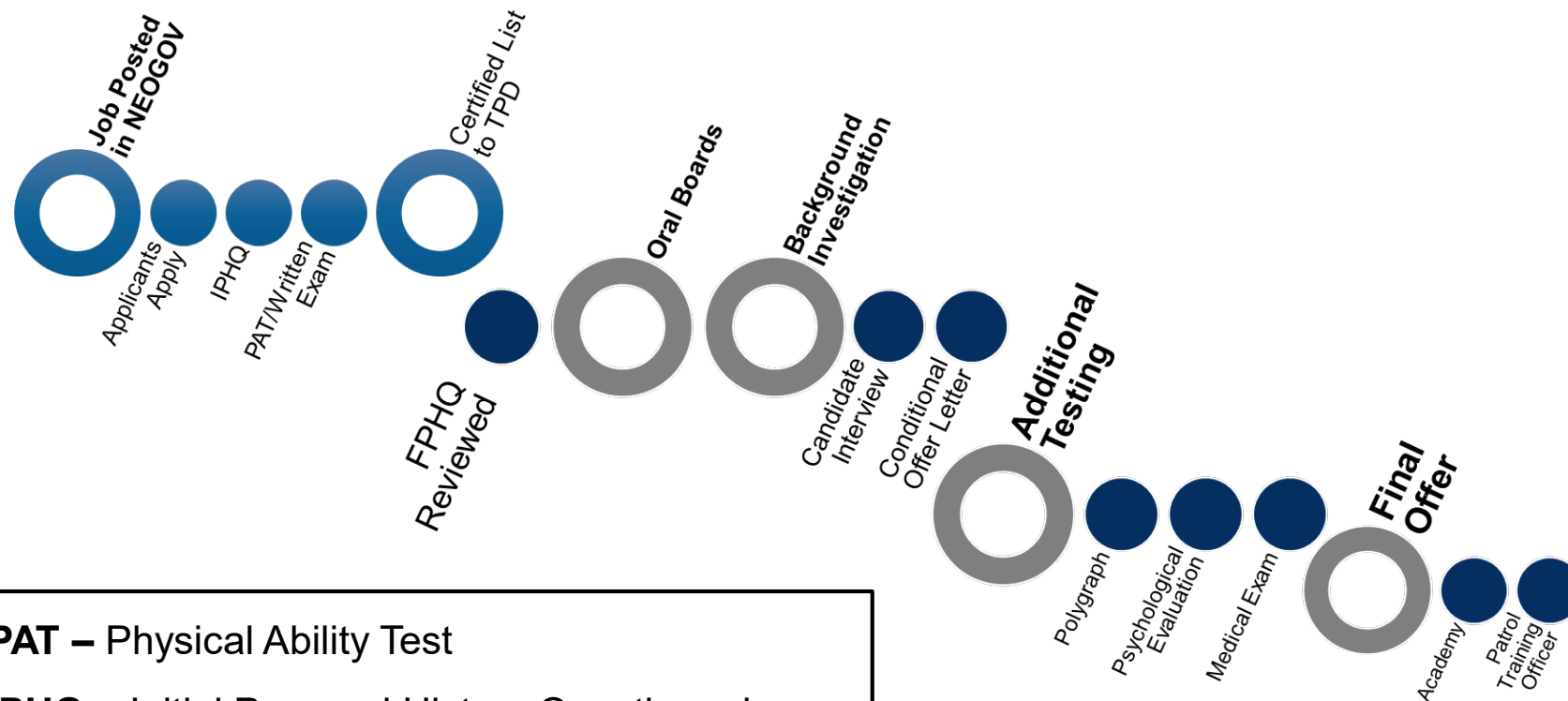
2018 Totals





Hiring Process

13 candidate touch-points from application to
FOE: Avg. 167 total days in 2018*



PAT – Physical Ability Test

IPHQ – Initial Personal History Questionnaire

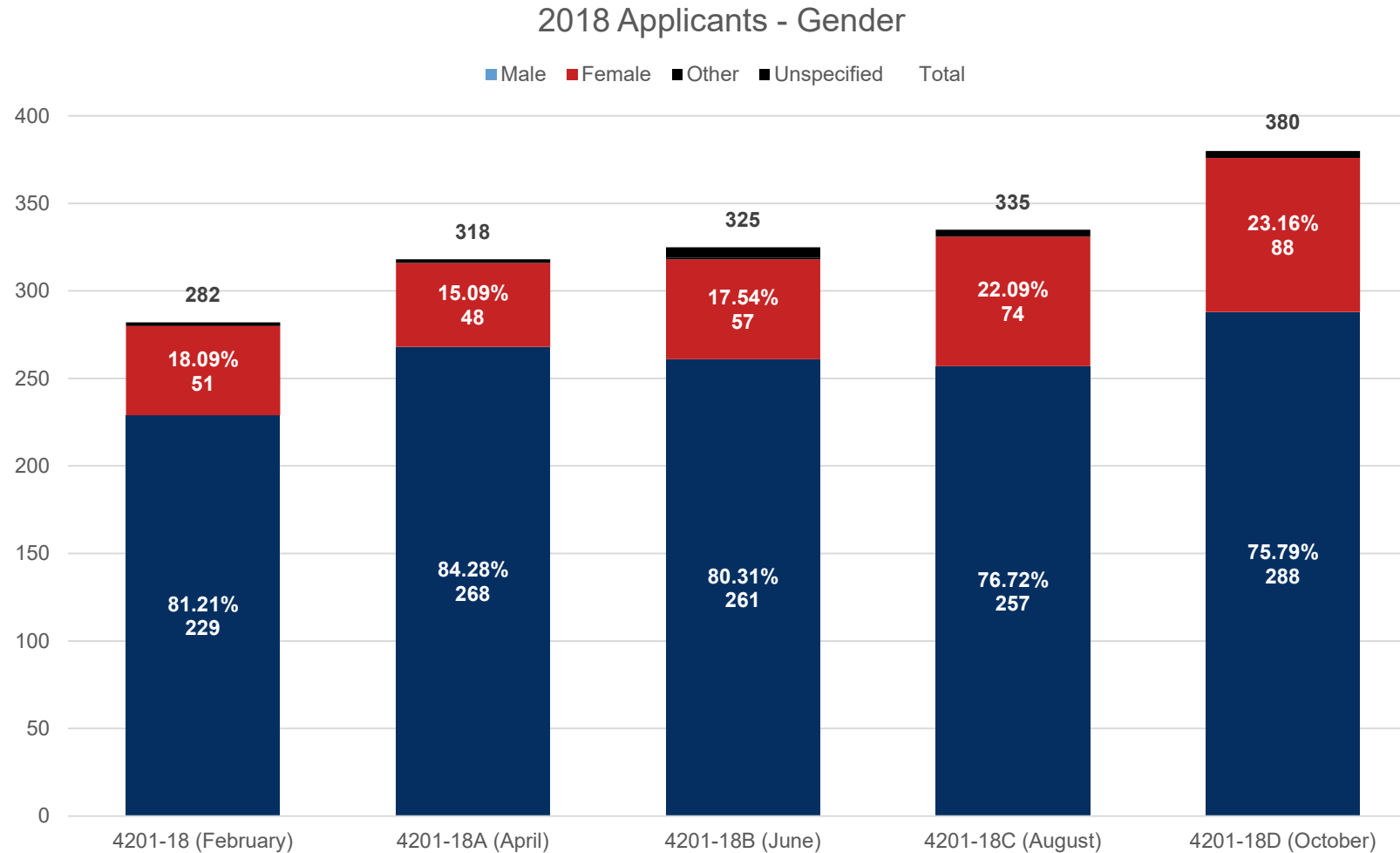
FPHQ – Formal Personal History Questionnaire

FOE – Formal Offer of Employment

*Avg. in 2017 200 total days

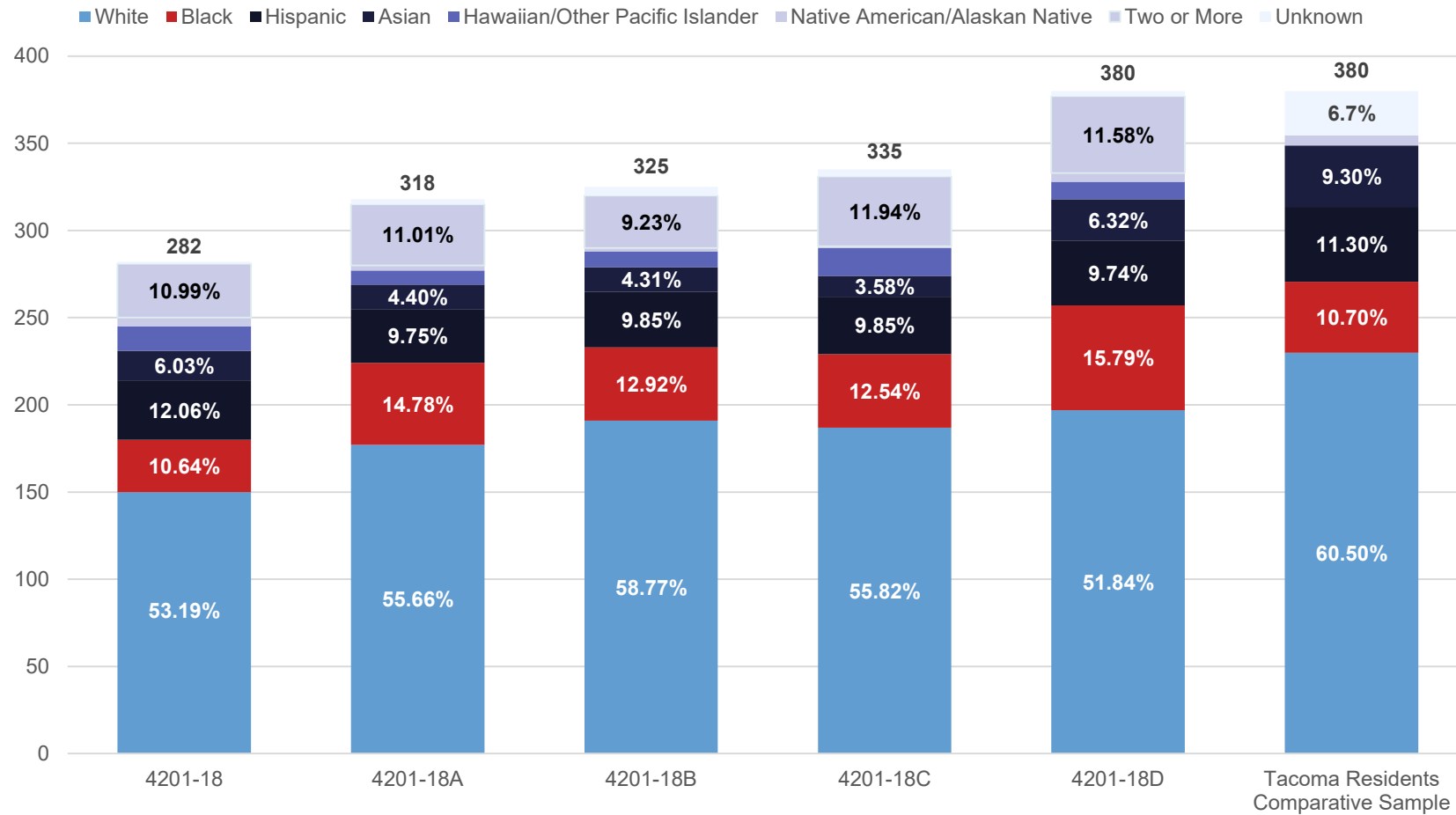
*Avg. in 2016 176 total days

Applicant Diversity - Gender



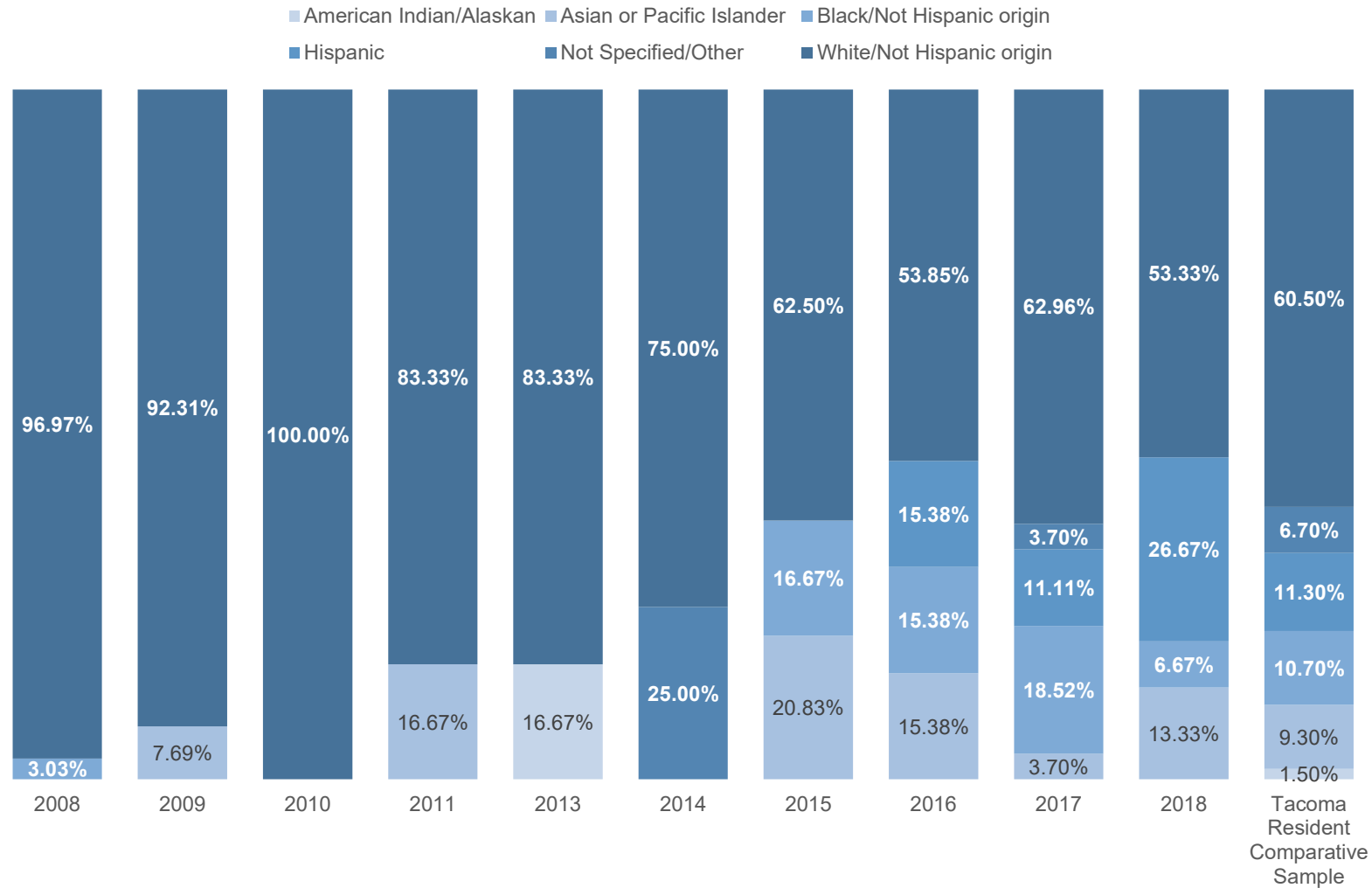
Applicant Diversity - Ethnicity

2018 Applicants - Ethnicity

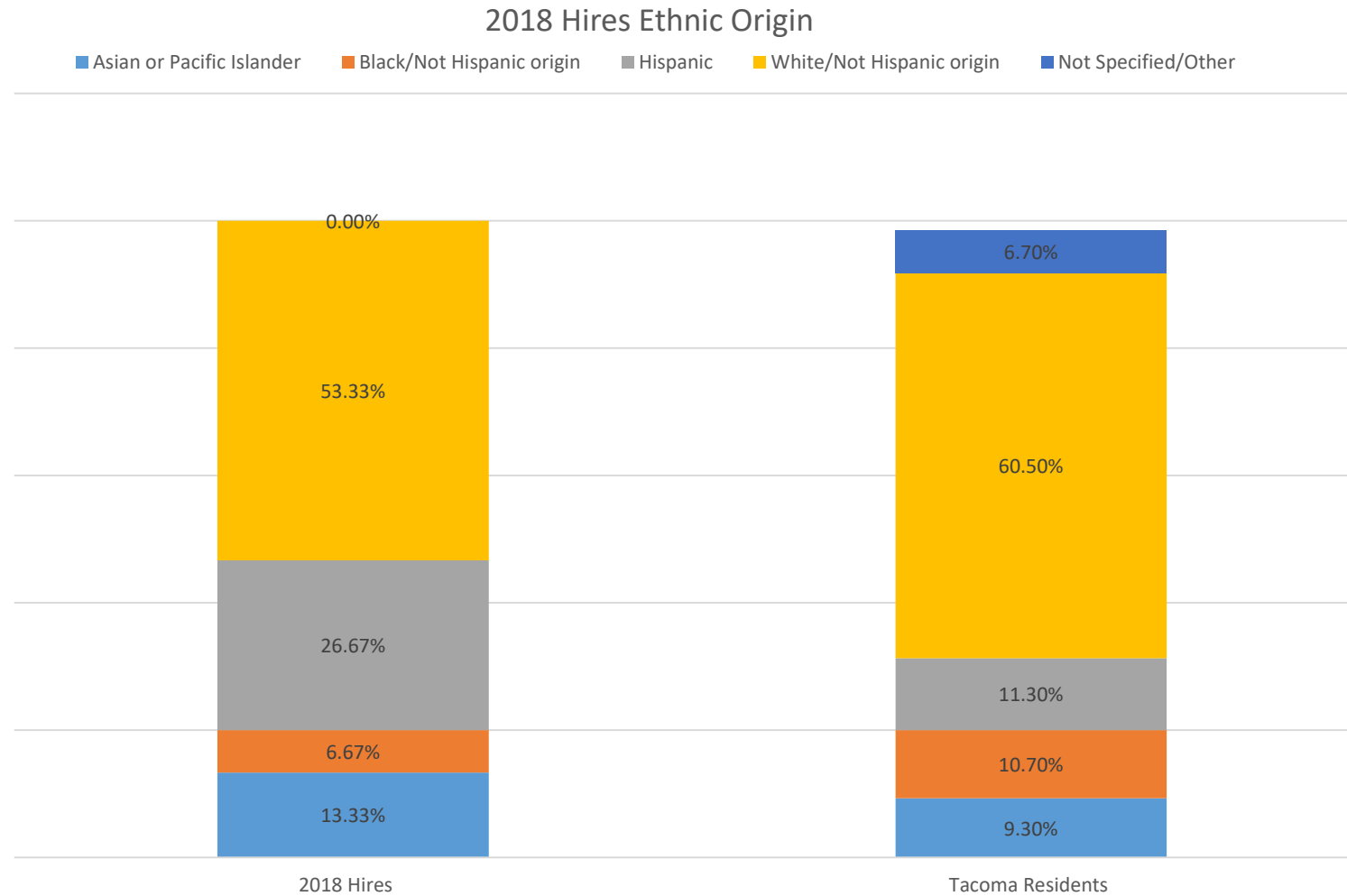


A Decade of Hiring

2008 – 2018 Hiring

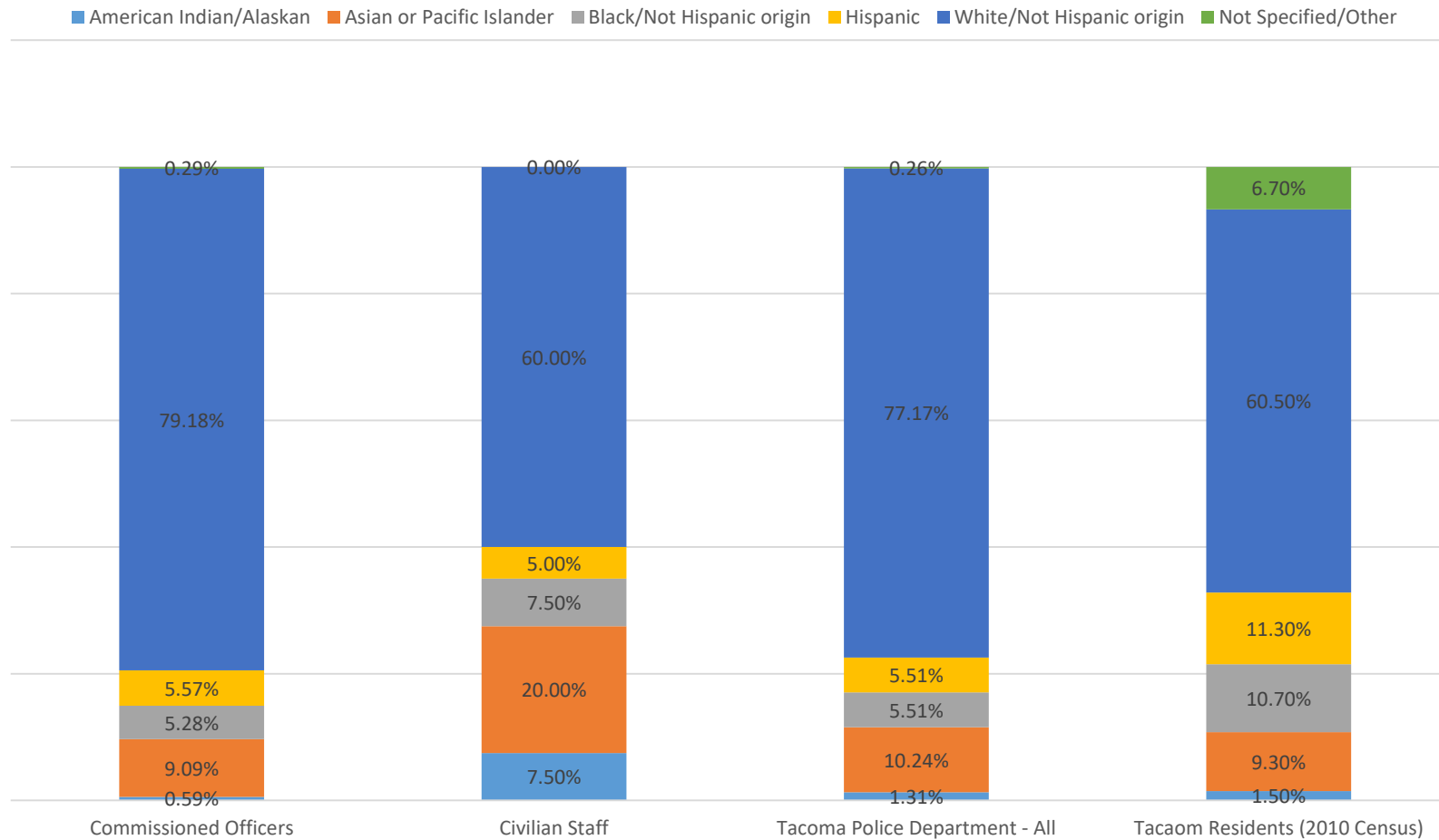


2018 Hire Demographics



Department Demographics

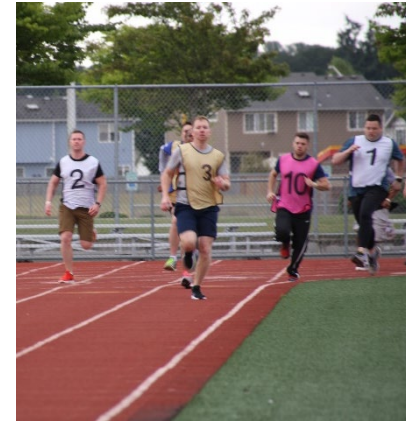
TPD Employees



Improvements 2018

Hiring Process

- Conducted 5 Entry Level Tests
- Conducted Tests on Friday & Saturday
- Included IPHQ in online application
- Increased Oral Board Cadre
- Increased Recruiting Cadre
- Permanent Hiring/Recruiting Sergeant



Background Investigations

- Decreased time to Oral Board
- Added temporary Detectives to assist with candidate backgrounds
- Sent letters to applicants that passed PAT to help them plan for future requirements

Improvements 2018 (Continued)

Recruitment

- Developed human interest stories & social media outreach with Community Relations Specialist
- Provided education regarding the Tacoma Police Department and the hiring process
- Conducted mock Oral Boards and practice Physical Agility Tests
- Developed & Distributed Recruitment Cards

Equity

- June 2018: women in law enforcement forum
- Included more women & minority officers in recruitment efforts
- Contracted for written test with high equity standards
Thoroughly reviewed all candidates who met minimum standards
- Provided all candidates free access to study materials for written exam





Next Steps

Now Hiring!

2019 Test Dates

Friday, February 1, 2019: Physical Test

Saturday, May 11, 2019: Physical Test – Ellensburg

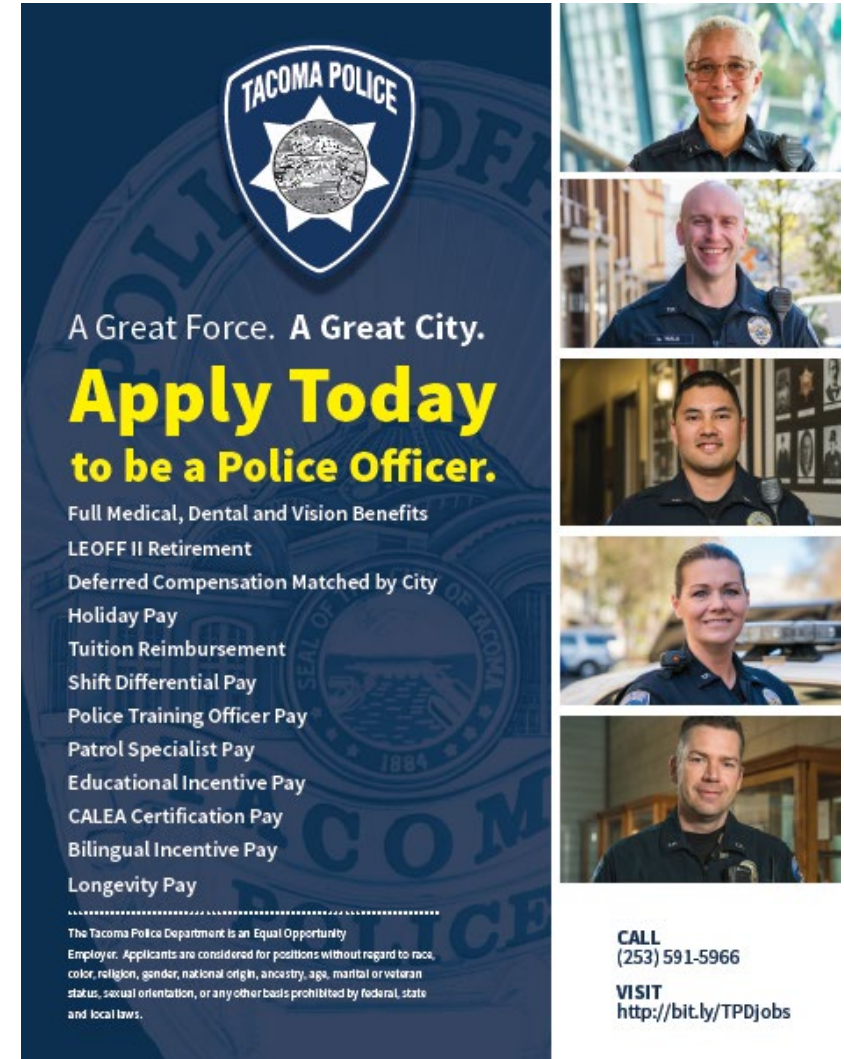
- Application Period Opens February 1, 2019

August 2019: Physical Test

- Application Period Opens May 10, 2019

November 2019: Physical Test

- Application Period Opens August 9, 2019



The poster features the Tacoma Police Department logo at the top left, which includes a star with a cityscape inside and the words "TACOMA POLICE". To the right of the logo are five small portrait photos of police officers: a woman with glasses, a man with a shaved head, a man with dark hair, a woman with blonde hair, and a man with short brown hair. The background of the poster is dark blue with a faint, large circular seal of the City of Tacoma.

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to be a Police Officer.**

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LEOFF II Retirement
Deferred Compensation Matched by City
Holiday Pay
Tuition Reimbursement
Shift Differential Pay
Police Training Officer Pay
Patrol Specialist Pay
Educational Incentive Pay
CALEA Certification Pay
Bilingual Incentive Pay
Longevity Pay

The Tacoma Police Department is an Equal Opportunity Employer. Applicants are considered for positions without regard to race, color, religion, gender, national origin, ancestry, age, marital or veteran status, sexual orientation, or any other basis prohibited by federal, state and local laws.

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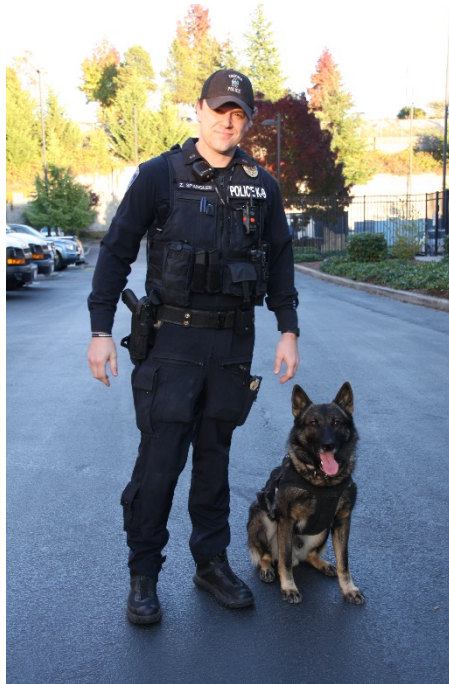
VISIT
<http://bit.ly/TPDjobs>

Current Status

- Currently have 20 commissioned vacancies
- Three positions were added to budget in 2019
- Anticipate 19 retirements/separations in 2019

2019 Hiring Goal

- 42 Commission Positions





Recruitment Plan

- Hire advertising agency to assist in branding and long-term recruitment plan
- Continue to attend local/regional job fairs and recruiting events
- Expand testing locations -
 - Central Washington – May 2019
- Recruitment ad in the Seattle Medium MLK Edition
(prominent African American publication for Seattle/South Sound)

DR. MARTIN LUTHER KING, JR. COMMEMORATIVE EDITION

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MLK-Themed Study

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researchers measured the gaps between blacks and whites across 22 key indicators of equality and integration in each of the 50 states and the District of Columbia.

The data set ranges from median annual income to standardized-test scores to voter turnout.

In light of the high-profile police-brutality incidents that sparked the Black Lives Matter movement and the holiday honoring Dr. Martin Luther King Jr., the report only examines the differences between blacks and whites.

In overall rankings of the most racially integrated states, the District of Columbia finished last while Wisconsin, Maine, Iowa and Minnesota were among the worst five.

The survey also listed those with the highest voter turnout gap in the 2016 presidential election: D.C., Connecticut, Kansas, Wisconsin, and Washington state — and the states with the lowest voter turnout gap: Kentucky, Alabama, South Carolina, Nevada, Colorado and Texas.

Hawaii, Wyoming, New Mexico, Texas and Maryland had the lowest poverty rate, while North Dakota, Iowa, Minnesota, Wisconsin and Maine had the highest poverty rate.

The report authors wrote that in 1963, King introduced the world to his dream of a colorblind society — one that focuses on character, not on complexion. However, they said, segregation and discrimination continue to persist.

The authors also noted that views on systemic racism differ sharply across racial lines. According to a survey by the Pew Research Center, 92 percent of blacks said that “whites benefit a great deal or a fair amount from advantages that blacks do not

have.” In contrast, only 46 percent of whites agreed with that statement.

“The racial wealth gap between blacks and whites in the U.S. is due to structural racism, which have advantaged average white families and historically restricted wealth building opportunities among blacks,” said Caryn Bell, a WalletHub expert and assistant professor in the department of African American Studies at the University of Maryland.

“Some of these policies were ‘color-blind’ but at times inadvertently — and many times specifically — restricted blacks from these opportunities,” Bell said. “Because wealth building is generational, the policies and programs of the past that advantaged whites and restricted blacks have effects today and are the root causes of the huge racial wealth gap we see today,” she said.

The key to addressing racial inequality is acknowledging the existence of race-based inequities, said Mamadi Corra, a professor in the sociology department at East Carolina University.

“But acknowledging the existence of racial inequality also requires following up with actions aimed at mitigating it,” Corra said.

“It follows that states that have been more successful are those that acknowledge the existence of racial inequality, and also follow this acknowledgement with actions to address inequality. And, I think, it begins with education. Without directly naming any states, some have actively reduced support for public education, while others have increased or, at the least, maintained support,” he said.



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SUPPORT SEATTLE BIZ

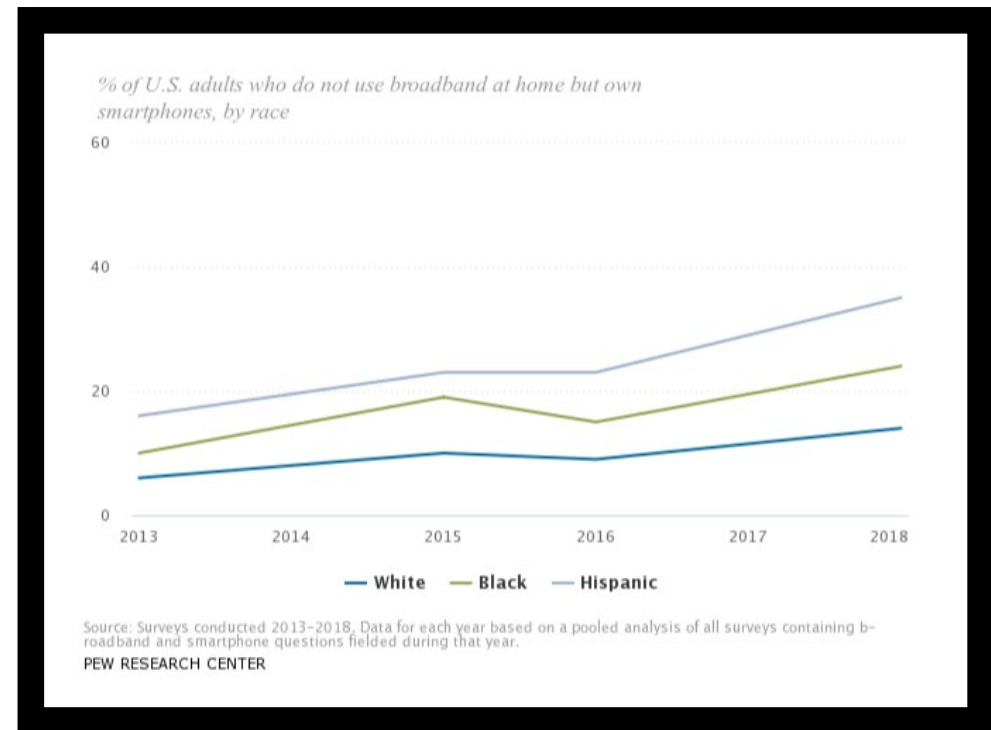
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2019 Hiring Considerations

- Continued partnership with Continuous Improvement Team to streamline hiring process
- Update IPHQ and FPHQ to an online system with mobile phone compatibility
- This chart represents the percentage of U.S. adults, by race, who do not use the internet at home but own smartphones





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