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Tacoma Police Department
Hiring Update
Assistant Chief Ed Wade
August 6, 2019

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PRESENTATION OVERVIEW



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

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Current Staffing

Tacoma Police Department Budgeted Positions: 405

Commission: 363

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	235	5	240
Total	354	9	363

New Positions in 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
Administrative 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	2	1	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	40	2	42

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Current Status

As of July 31, 2019

- We have six commissioned vacancies
- We have hired or given 28 Final Offers of Employment for commissioned positions
 - Of the 28 commissioned positions, nine, or 32% have been women
 - Our hiring goal was 42 commissioned positions



Status of New Hires

- 48 are currently on probation in Patrol - 15 are currently in Patrol Training and the remaining 33 are in the last phase and on their own in Patrol
- 5 are currently at the Academy
- 14 Entry Level Recruits are set to go to the academy before year end 2019
- 7 Lateral applicants are currently going through the hiring process



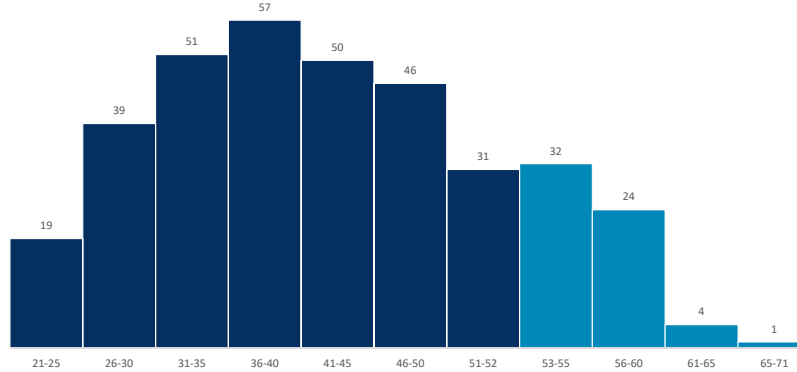
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Retirement Eligibility

Retirement Eligible	# of Officers	% of workforce
Today	93	26%
3 Years	124	35%
5 Years	139	39%

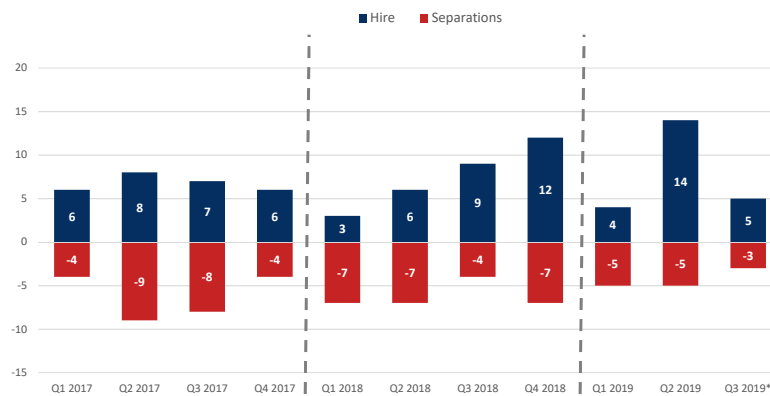
Age of TPD Workforce



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2017, 2018 & 2019 Hires - Separations



2017 Totals

25
Separations

27
Hires

2018 Totals

25
Separations

30
Hires

2019 To Date

13
Separations

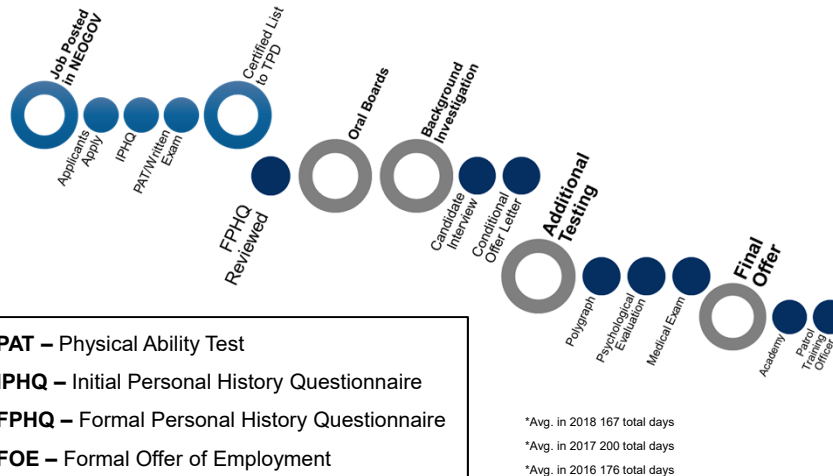
23
Hires

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Hiring Process

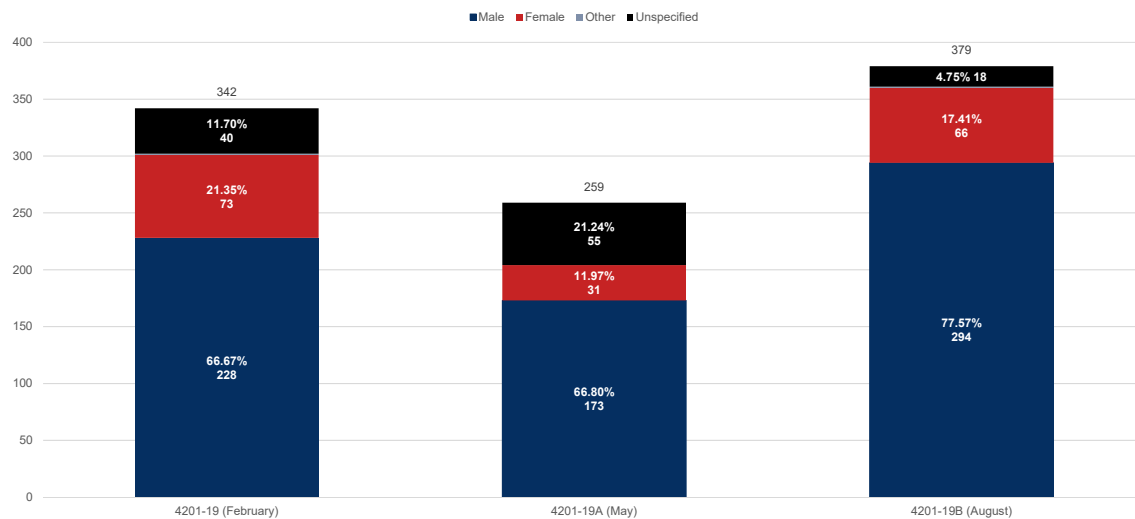
13 candidate touch-points from application to
FOE: Avg. 204 total days in 2019*



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Applicant Diversity - Gender

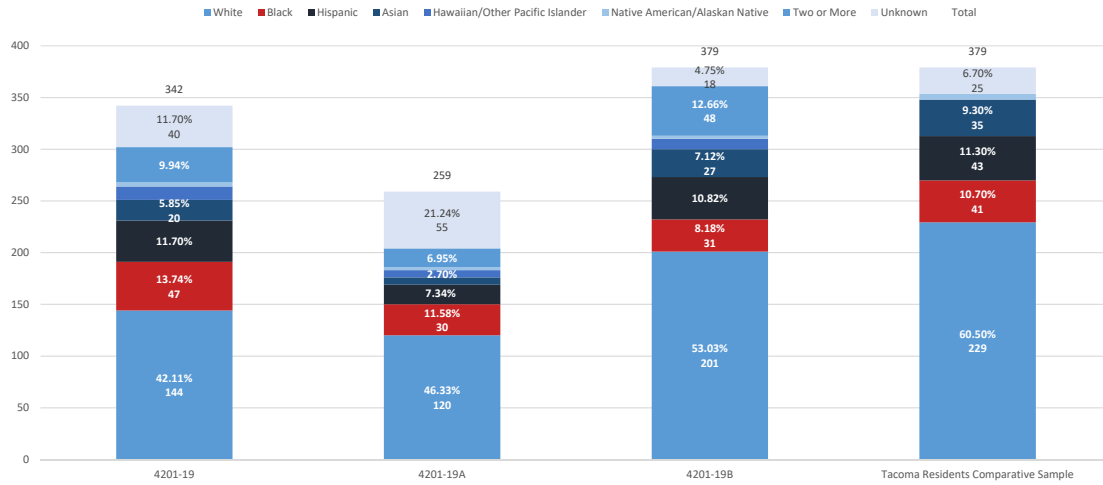
2019 Applicant Diversity - Gender



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Applicant Diversity - Ethnicity

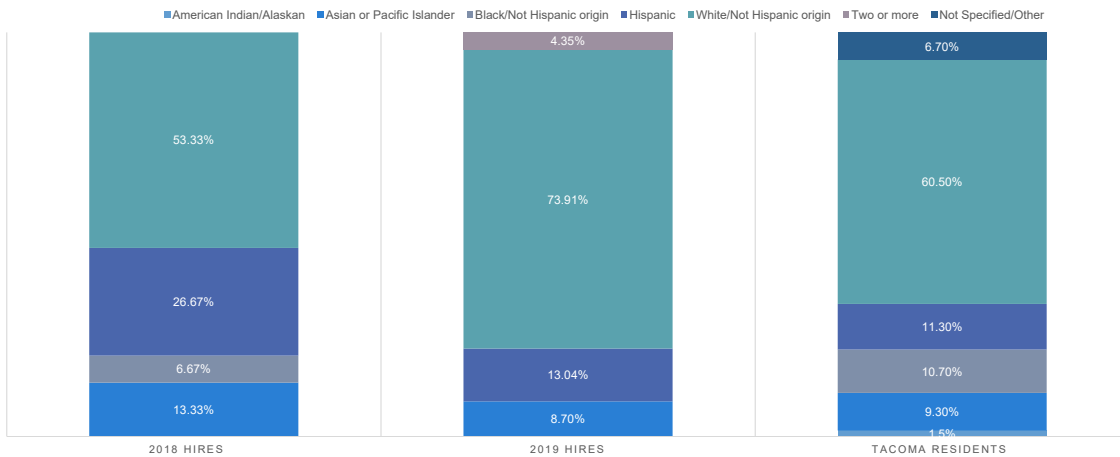
2019 Applicants - Ethnicity



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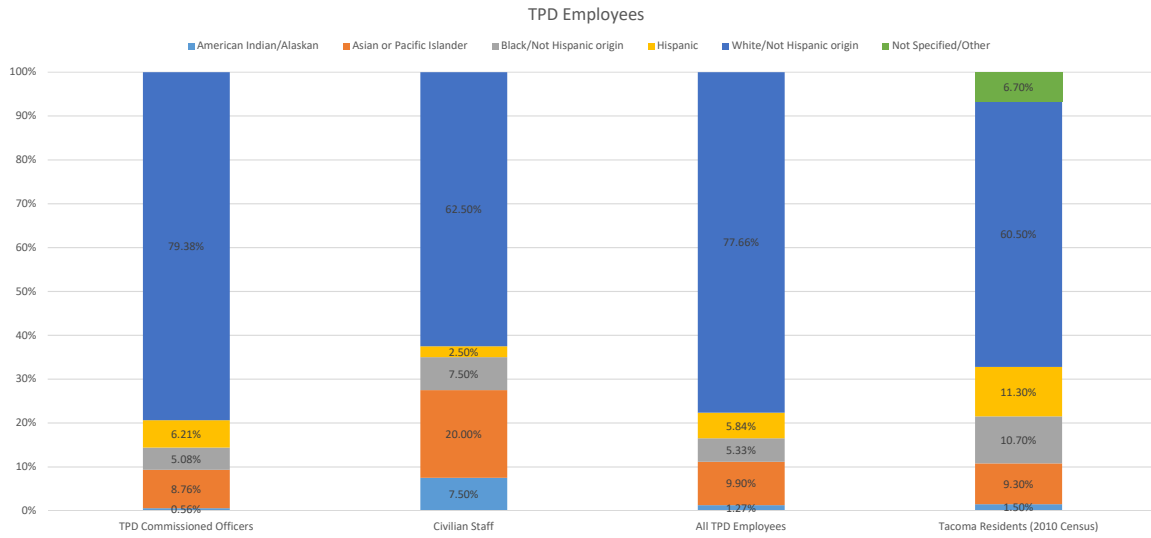
2018 & 2019 Hire Demographics

2018 & 2019 HIRES - ETHNIC ORIGIN



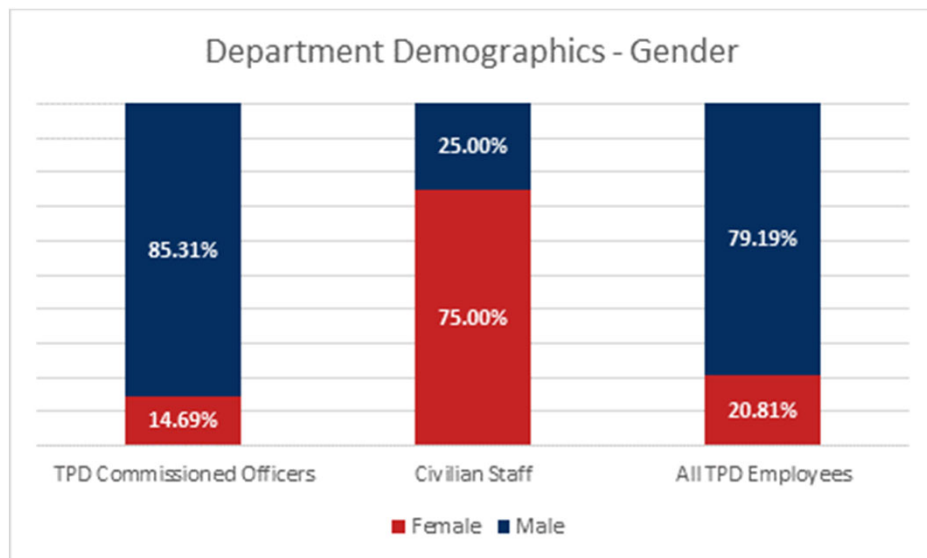
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Department Demographics - Ethnicity



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Department Demographics - Gender



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Next Steps

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Now Hiring!

Hiring Process

Conducted 4 Entry Level Tests (dates below)

- Included IPHQ in online application
- FPHQ can be completed on all digital platforms (mobile application recently added)

2019 Test Dates

Friday, February 1, 2019: Physical Test

Saturday, May 11, 2019: Physical Test
(This was held in Ellensburg at Central University)

August 9, 2019: Physical Test

- 172 applicants have been invited to the test

November 15, 2019: Physical Test

- Application Period Opens August 9, 2019

 The poster features the Tacoma Police Department logo at the top left. Below it, the text reads "A Great Force. A Great City." followed by "Apply Today to be a Police Officer." in large, bold letters. A list of benefits follows: Full Medical, Dental and Vision Benefits; 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; and Longevity Pay. At the bottom, there is a small disclaimer about equal opportunity and a contact information section.

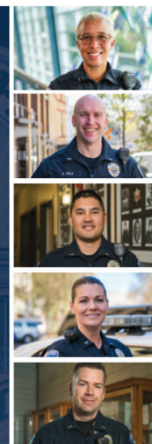
A Great Force. A Great City.

Apply Today to be a Police Officer.

Full Medical, Dental and Vision Benefits
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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.

CALL
(253) 591-5966
VISIT
<http://bit.ly/TPDjobs>



RECRUITING EFFORTS 2019

Explorer Program

- Continue to recruit for our Explorer Program to target youths that may be interested in law enforcement
- Increased membership within our Department Explorer Program from 8 to twenty-five
- Tacoma Police Explorer Post has been recognized as the Post of the Year for the State of Washington by the Washington State Law Enforcement Exploring Advisors
- For the first time in the history of the Tacoma Police Explorer Program, we sent four Explorers to the National Police Explorer Competition at Purdue University
- Tacoma Police Explorer Adbulghani Nagi-Mosa (our 2018 Explorer of the Year), is one of three Police Explorers in the State of Washington who received a Washington Law Enforcement Exploring Advisors Scholarship Award

RECRUITING EFFORTS 2019

Past Recruiting Events

- April 11, 2019 - Washington State University
- April 18, 2019 – Pierce College, Women of Justice panel
- July 17, 2019 – Diversity Employment and Career Fair, Bellevue
- July 24, 2019 - Joint Base Lewis-McChord Brown Bag Networking and Hiring Event
- July 27-28 - Ethnic Fest at Wright's Park



RECRUITING EFFORTS 2019

Continued Recruitment Plan

- Continue social media outreach with Community Relations Specialist
- Continued education regarding the Tacoma Police Department and the hiring process
- Conduct mock Oral Boards, Practice Physical Ability Tests and study guides provided
- Physical Ability Test instructional video completed – this will be part of the application process
- Hired advertising agency for recruiting efforts



Recruitment Plan

Future Recruiting Events:

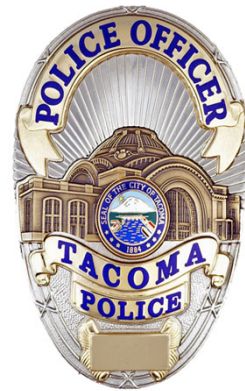
- August 23 - Safe Streets "Leadership Academy Camp" booth
- September 21 - Military and First Responder's Appreciation Night at Cheney Stadium
- August 14 - Brown Bag Networking/Hiring Event at JBLM
- August 21 and November 4 - American Veterans Hiring Event at the AMVETS/Tacoma
- September 21 - First Responder Appreciation Night Cheney Stadium
- October 1 - WSU Career Expo at Washington State University
- November 13 - Pierce County Career Day at the WA State Fairgrounds

RECRUITING



Graphics for the Tacoma Police Recruiting Vehicle

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