

## What could SPD do better?

### **Improved Staffing**

The Department is starting to close the gap on sworn vacancies. Currently, the Department is 73 officers below full authorized staffing. In 2017, ten dispatcher positions were added to the Communications Center to help with the ever-growing workload and to comply with the state standard for answering 911 calls. With these additional positions, the Communications Center is finally fully staffed and has met the state 911 standard.

The Department maintains two full time police officers dedicated to recruiting employees for all positions within the Police Department. In January 2018, the Sacramento Police Academy began the newest academy of 44 recruits. In addition to Police Recruit positions, the Department has a unique pipeline hiring model which provides for several entry levels pathways into the Police Department. These positions include student trainees, student interns, community service officers and reserve community service officers. The Department is piloting a community service officer academy which will allow graduates to work part time at the department as a civilian law enforcement professional while completing their education.

Additionally, the department has partnered with California State University, Sacramento in the Law Enforcement College Scholars (LECS) program to integrate junior and senior college students into the police department and offer them post-graduate job opportunities upon graduation. This program is currently being expanded to community colleges.

The Department is also a partner in the LINKS to Law Enforcement curriculum which is a six-week familiarization program for interested candidates and covers topics such as the application process, interviewing, what to expect in the Police Academy and how to improve physical fitness for employment as a law enforcement officer.

Prior to attending the Police Academy, SPD has also recently begun a pre-academy program which serves to give recruits a jump-start on their physical and mental readiness for the rigors of the academy, and to provide an early opportunity to become familiarized with firearms and emergency vehicle operations.