

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #24

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
PARTIAL IMPLEMENTATION		DENIED	

SCPRC RECOMMENDATION

Collect more data from candidates that do not complete the process.

Changes to Existing Policy(s): Survey candidates that do not show up for tests or that drop out of the process to find out why and see if there are things SPD can do to decrease these drops.

SCPRC RECOMMENDATION RATIONALE

Collecting information as to why candidates drop out or do not show up for test will help identify the problem and can inform policies to address the deficiency.

SPD RESPONSE

In 2014, SPD received over 8,500 applicants in response to posted job openings and announcements. In 2022, SPD only received 850 applicants for the same postings.

SPD's Outreach and Engagement Division, Community Advancement Unit, has been conducting surveys and interviews of nonresponsive applicants. As a result, Community Advancement Unit officers mentor applicants and assist through the hiring process.

The Outreach and Engagement Division has also refined SPD's recruiting programs:

- Regular hiring workshops
- Ride-along program
- Bootcamp Wednesdays
- Social networking presence

<http://www.cityofsacramento.org/Police/Join-SPD/Recruiting-Programs>

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A