

# RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #9

DISCUSSED BY SCPRC		APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
RECEIVED BY SPD	12/31/2018	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SCPRC	05/31/2023	PARTIAL IMPLEMENTATION		DENIED	

## SCPCC RECOMMENDATION

Written exams have been identified as a barrier for some officers.

Changes to Existing Policy(s): Conduct workshops to help/mentor applicants with written exams.

## SCPCC RECOMMENDATION RATIONALE

The commission has been told that many officers don't show up to the written exam or fail the written exam. The idea here is that with a little support and mentoring, some of the applicants that may not take the exam will follow through on taking the exam.

## SPD RESPONSE

In 2014, the Sacramento Police Department (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.

The Outreach and Engagement Division is comprised of varied race, color, religion, sex, gender identity, sexual orientation, marital status, national origin, and military or veteran status. 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>

Since 2015, SPD officers have volunteered and presented during the five-week, Links to Law Enforcement program of three cohorts from African American, Latino, and Asian community groups in the Sacramento region. Officers provide insights of the recruiting and application process, police academy, and the law enforcement career from a minority's perspective.

<https://asianresources.org/links-to-law-enforcement>

## OTHER CITY DEPARTMENTS

N/A

## APPENDIX

N/A