

# RIVERSIDE POLICE DEPARTMENT

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Human Resource Board  
February 2, 2026

# MISSION AND VISION

## MISSION

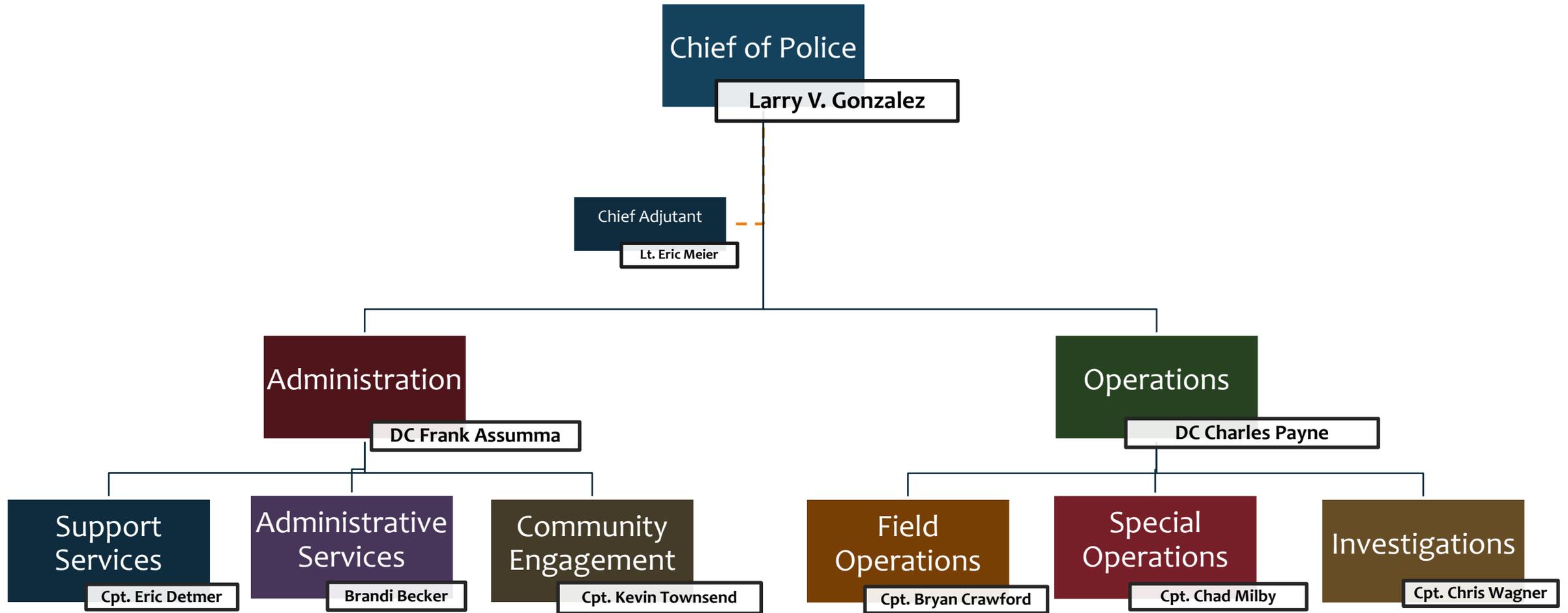
The Riverside Police Department is dedicated to improving the quality of life by creating a safe environment in partnership with the people we serve. We act with humility and grit to reduce fear and crime, while treating all with respect, compassion, and fairness.

## VISION

We will engage our community through exemplary service and unequalled professionalism, while employing a work force that reflects the diversity of our city. We will commit to implementing the latest technology available and best practices to meet the demands of 21<sup>st</sup> Century modern policing. We will invest in the success of our employees of the Riverside Police Department by providing excellent training opportunities, advancement, and personal growth.



# ORGANIZATIONAL CHART



# ORGANIZATIONAL STRUCTURE

Designed to create an efficient means to accomplish our mission to provide the best possible service to the public:

## Support Services

Communications  
Community Services  
Internal Affairs  
Personnel & Training  
Records

## Admin Services

Accounting & Budget  
Asset Forfeiture & Payroll  
Contracts & Special Projects  
Grant Management

## Special Operations

Traffic  
PACT  
Aviation  
SWAT  
K-9

## Community Engagement

Neighborhood Policing Centers  
POP      SRO  
CBAT    PANS    PSET

## Field Operations

Patrol

## Investigations

Centralized Investigations  
Special Investigations



# CURRENT STAFFING

## Staffing: 578 out of 633.25 (Includes Measure Z Funded)

As of 1/2026

- **408 Sworn Positions Filled**  
(Includes Trainees)
- 24 Sworn Officer Vacancies



- **170 Civilian Positions Filled**  
(Includes Trainees)
  - Includes 6.25 part-time positions filled
- 31.25 Civilian Vacancies
  - Includes 3 part-time vacancies
- 66 Volunteers

# CURRENT SWORN DEMOGRAPHICS

Race/Ethnicity	Total Sworn	% of Sworn	City Profile
Hispanic or Latino	172	42.2%	54.9%
White	202	49.5%	27.6%
Black/African American	15	3.7%	5.4%
Asian/Other	17	4.2%	8.5%
Native Hawaiian/Pacific Islands	1	0.2%	0.3%
American Indian and Alaska Native	0	0%	0.2%
Other Ethnicities	1	0.2%	3.1%
<b>Total</b>	<b>408</b>		

Gender	Total Sworn	% of Sworn	City Profile
Male	360	88.2%	49.9%
Female	48	11.8%	50.1%



# EMPLOYEE DEVELOPMENT

## Sworn

- Pre-Academy (2 weeks)
- Police Academy (26 weeks)
- Post-Academy (2 weeks of orientation training)
- Six-month field training program
- 24 hours of state-mandated training every 2 years
  - Firearms, Arrest & Control Techniques, Use of Force, Strategic Communication, Driver Awareness, Pursuit, First Aid/CPR, etc.
- Opportunities for training specific to their assignment
- Daily rollcall training
- POST Supervisory and Leadership training
- Basic, Intermediate and Advanced POST Certificates



# EMPLOYEE DEVELOPMENT

- **Civilian**

- Communications Dispatcher

- 4-week POST class for new Dispatchers
- 12 months of on-the-job training
- 80-hour POST Supervisory Course
- 24-hour Emergency Medical Dispatch Course
- Basic, Intermediate and Advanced POST Certifications

- Other Positions

- On the job training
- Supervisory and leadership courses
- Webinars and in-person training specific to assignments
- DOJ mandated training (ALL)
- Department Orientation (1-Day for ALL)



# TURNOVER

January 2025 to January 2026

- **Separations**
  - 37 Civilian
  - 14 Sworn
- **Hires**
  - 22 Civilian
  - 47 Sworn (9 lateral, 36 trainee, 2 Pre-Service)



# RECRUITMENT EFFORTS



**WHY WORK AT RIVERSIDE PD?**

**"We get laterals from all over. And they stay here because our Community supports us. Our Mayor and City Council support us. When others were getting defunded, our officers were getting pay raises and new equipment."**

- LARRY GONZALEZ, RIVERSIDE CHIEF OF POLICE

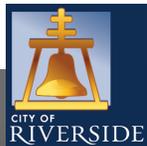
LEARN MORE AND APPLY TODAY AT  
**JoinRPD.org**

*Humility & Grit*

- Social Media Platform
  - Facebook
  - Instagram
  - Police Department Website
- Conducted 10 1-Day Police Officer Recruiting Events
  - Processed 1335 Applications
  - Tested 571 Applicants
  - Interviews, Physical Fitness Test, PHS Reviews
  - Hired 47 Applicants

# SUCCESSSES AND CHALLENGES

- Successes
  - Record number of officers hired – near full staffing
  - Fully staffed PANS and Property Unit
  - Completed Strategic Plan for 2025 through 2027
  - Up to date technology, programs, training, etc. helping to attract and retain employees
- Challenges
  - Competing with other agencies (incentives, location)
  - Rate of attrition due to retirements and transfers
  - Professional Staff hiring – Dispatch and Records



# Strategic Plan 2025-2027



- **Goal 1:** Community Safety & Engagement
- **Goal 2:** Employee Wellness & Development
- **Goal 3:** Organizational Efficiency

# Q&A



**Questions?**