

Riverside Police Department

Human Resource Board
May 6, 2024

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 21st 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.



ORGANIZATION CHART

Larry Gonzalez
Chief of Police

Chief's Adjutant
Lieutenant Kevin Kauk



Bruce Blomdahl

Deputy Chief of Police
Administration

Frank Assumma

Deputy Chief of Police
Operations

Brandi Becker
Police
Administrator

Charles Payne
Captain
Support Services

Chis Wagner
Captain
Special Operations

Kevin Townsend
Captain
Field Operations

Chad Milby
Captain
Investigations



DEPARTMENT FUNCTIONS

Organizational structure designed to create an efficient means to accomplish our mission and goals and to provide best possible service to the public:

Support Services

- Communications, Community Services, Internal Affairs, Personnel, Records, & Training

Administrative Services

- Accounting, Facilities Management, Contract Management, & Grant Management

Special Operations

- Neighborhood Policing Centers, Crime Analysis, SWAT, & Aviation

Investigations

- Centralized Investigations & Special Investigations

Field Operations

- Traffic & Patrol



CURRENT STAFFING

555 filled out of 632

As of 4/4/2024

- **432 Funded Sworn Officers**

- 350 General Funded
- 82 Measure Z Funded

- **190 Funded Civilian Positions**

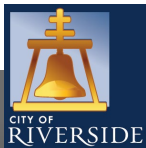
- 172 Filled
- 18 Vacant

- **376 Sworn Filled Positions**

- **56** Sworn Officer Vacancies

- **10 Civilian Part Time Positions**

- 7 Filled
- 3 Vacant



CURRENT SWORN DEMOGRAPHICS

Race/Ethnicity	Total Sworn	% of Sworn	City Profile *2021 Census Data
Hispanic or Latino	139	36.9%	55.9%
White	204	54.3%	25.3%
Black/African American	13	3.5%	6.6%
Asian/Other	17	4.5%	8.5%
Native Hawaiian/Pacific Islands	2	0.5%	0.5%
American Indian and Alaska Native	0	0%	0.1%
Other Ethnicities	1	0.3%	3.1%
Total	376		

Gender	Total Sworn	% of Sworn	City Profile
Male	330	87.8%	49.1%
Female	46	12.2%	50.9%



EMPLOYEE DEVELOPMENT

Sworn

- Pre-Academy (3 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 and Control Techniques, Use of Force, Strategic Communication, Driver Awareness, etc.
- Opportunities for training specific to their assignment
- POST Supervisory and Leadership training



EMPLOYEE DEVELOPMENT

Civilian

- Communications Dispatcher
 - o 4-week POST class for new Dispatchers
 - o 12 months of on-the-job training
 - o 80 hour POST Supervisory Course
 - o 24-hour Emergency Medical Dispatch Course
 - o Intermediate and Advanced POST Certifications
- Other
 - o On the job training
 - o Supervisory and leadership courses
 - o Webinars and in-person training specific to assignments
- DOJ mandated training (ALL)



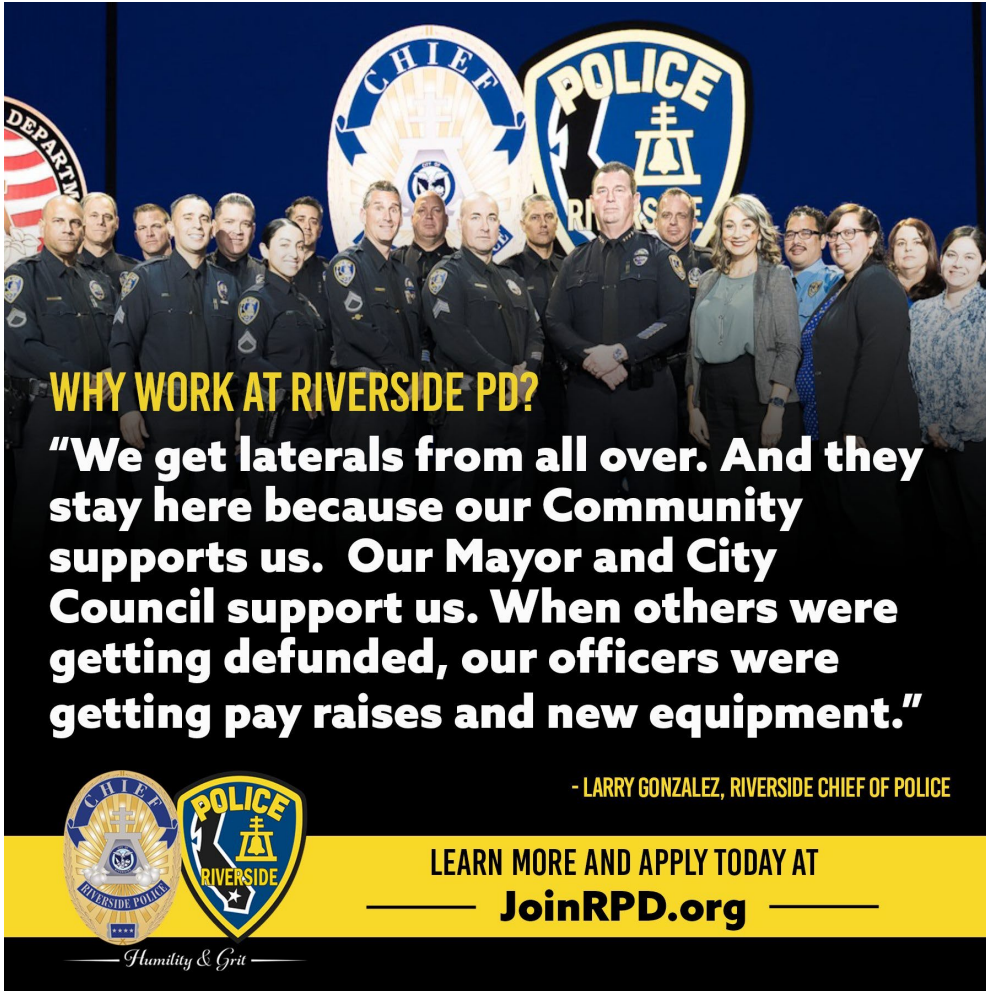
TURNOVER

January 2023 to January 2024

- **Separations**
 - 15 Civilian
 - 40 Sworn
- **Hires**
 - 39 Civilian
 - 59 Sworn (11 lateral, 48 trainee)



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
- College kiosk ads - Rio Hondo, UCR, Norco College, CSUSB
- Hiring banners @ UCR sports events
- In-person recruiting events
 - Platt College/La Sierra University
 - Cal State San Bernardino
 - Miramar and March ARB Air Shows

SUCCESSSES AND CHALLENGES

- Successes
 - Record number of officers hired
 - Fully staffed PANS, Records, and Property Unit
 - Early on-boarding for PO Trainees awaiting the Academy
- Challenges
 - Competing with other agencies (incentives, location)
 - Rate of attrition due to retirements and transfers
 - Lengthy medical clearance due to backlog and new drug screening procedures



Q&A



Questions?