

HIRING PLAN



Budget cuts last year

All Departments within City directed to present a 4% budget cut for FY 2016/17

RPD Target: \$4,201,648

RECRUITMENT

- Freeway Billboards
- Job Fairs
- Flyers/Business cards
- Recruitment Ads inside of LE magazines and local magazines
- Visit academies within Riverside, San Bernardino, Orange, LA, and San Diego Counties
- Military bases – Exit Fairs
- Social Media

RECRUITMENT CONTINUED

- Our primary target is Lateral Police Officers. This will provide more officers on the street in a timely manner.
- RPD is still a very desirable place to work! We have several lateral applicants to process.
- We will continue to hire trainees and send them through the academy.

How long is the process?

- Lateral applicants can be on the street within 9 months after applying
- Trainees take about 18 months to be on the street after applying.
- Out of 100 Trainee applicants we will be lucky to get 5 all the way through the process.
- Out of 100 laterals, we could hire up to 30
- We will not lower our standards!!!!

FOUR YEAR HIRING PLAN

- 60 Sworn Officers
 - 9 Dispatchers
- 11 Civilian Positions

YEAR 1 ADD - BACKS

17 SWORN POSITIONS

- 8 Officers
- 2 Detectives
- 5 Sergeants
- 2 Pilots

11 CIVILIAN POSITIONS

- 2 Police Records Specialist
- 2 Sr. Police Records Specialist
- 2 Sr. Office Specialist
- (.75) PT Asst. Range Master
- (1.25) Background Investigators
- 1 Custodian
- 1 General Services Worker
- 1 Office Specialist

YEARS 2, 3 & 4

43 SWORN POSITIONS

- Year 2
 - 16 Officers (1 Sergeant)
- Year 3
 - 14 Officers (1 Sergeant)
- Year 4
 - 13 Officers (1 Sergeant)

9 DISPATCHERS

- Year 2
 - 3 Dispatchers
- Year 3
 - 3 Dispatchers
- Year 4
 - 3 Dispatchers

What are we going to do to accomplish this?

- Add more background investigators
- Looking at contracting a Investigative firm to assist with background investigations
- This will assist us greatly especially with hiring civilian employees
- Dedicate a full time HR analyst to the PD.

Equipment and vehicles

We have prepared a plan for equipment and vehicle costs associated with our future personnel growth.

Total Sworn Hiring Diversity July 1, 2010 to December 20, 2016

Total Hired	Laterals	Entry(Preservice)	Trainee	Command Staff
113	46 (40%)	19 (17%)	45 (40%)	3 (3%)

Total Sworn Hired

January 1, 2016 to December 20, 2016

Total Hired	Laterals	Entry(Preservice)	Trainee
9	2	1	6

Gender and Diversity

Males	Females	White	Hispanic	Black	Asian	Indian
94 (83%)	19 (17%)	61 (54%)	38 (34%)	7 (6%)	6 (5.3%)	1 (1%)

Associated Costs

- Total Cost for Police Officer Trainee to attend Ben Clark Training Center, equipment, tuition and fees is \$7,019.55
- Total Cost salary and benefits for Police Officer Trainee during the approximate six month period during the academy is \$45, 667