



# Department Update

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## Police Department

Human Resources Board  
December 3, 2018

# MISSION STATEMENT

## WE ARE LEADERS

We dedicate ourselves to becoming leaders in the police profession. We are committed to developing innovative solutions to the challenges we face and to becoming the best law enforcement agency in the nation. We recognize that our fellow employees and our community are our most treasured assets.

## WE ARE THE COMMUNITY

We devote ourselves to being part of the community we serve through improved communication, greater partnerships, and a shared commitment to neighborhood safety. We embrace the principles of community policing as we seek the participation of law-abiding citizens to reduce crime, the fear of crime, and the perception of crime.

## WE ARE A FORCE FOR GOOD

We commit ourselves to securing and maintaining public safety through the dedicated efforts of police officers and civilian employees who are trained and equipped to reduce crime and foster public confidence in a respectful, efficient, and ethical manner. We respect the constitutional rights of all people to liberty, equality, and justice.



# VISION STATEMENT

The Riverside Police Department will be a preeminent law enforcement agency based upon a foundation of integrity, service, and excellence.

We will serve as an example for others in word and deed, setting the standard for American policing.

We will partner with the community to help solve the problems of crime and social disorder, and to enhance neighborhood livability.

We will capitalize on our strengths as a diverse work force and community to make this vision a reality.



*Integrity Service Excellence*



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# BUDGET

**General Fund - \$126 M**

**Measure Z Fund - \$9.5 M**

Department Staffing As of 10/25/18

Current Staffing:

- 370 Sworn Positions (Includes Measure Z Funded)
- 12 Sworn Officer Vacancies (Includes Measure Z Funded)
- 152 Civilian Filled Positions (Includes Measure Z Funded)
- 18 Civilian Vacancies (Includes Measure Z Funded)
- 7 Civilian Part Time
- 2 Civilian Part Time Vacancies (Includes Measure Z Funded)
- 95 Department Volunteers
  - 85 Volunteers and 10 Volunteer Interns



# CURRENT SWORN WORKFORCE

Gender						
Male	321	Female	49			
Race/Ethnicity	Total Group	% of Total	# of Male	% of Total	# of Female	% of Total
White	229	61.9%	201	54.3%	28	7.6%
Hispanic	105	28.4%	86	23.3%	19	5.1%
Black	22	5.9%	20	5.4%	2	0.5%
Asian/Other	13	3.5%	13	3.5%	0	0.0%
Indian/Middle Eastern	1	0.3%	1	0.3%	0	0.0%
Native Hawaiian/ Pacific Islands	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>370</b>		<b>321</b>		<b>49</b>	



# CURRENT SWORN WORKFORCE

Gender			
Male	321	Female	49

Race/Ethnicity	Total Sworn	% of Sworn
White	229	62%
Hispanic or Latino	105	28%
Black/African American	22	6%
Asian/Other	13	4%
Indian	1	0.3%
Native Hawaiian/Pacific Islands	0	0%
Total	370	

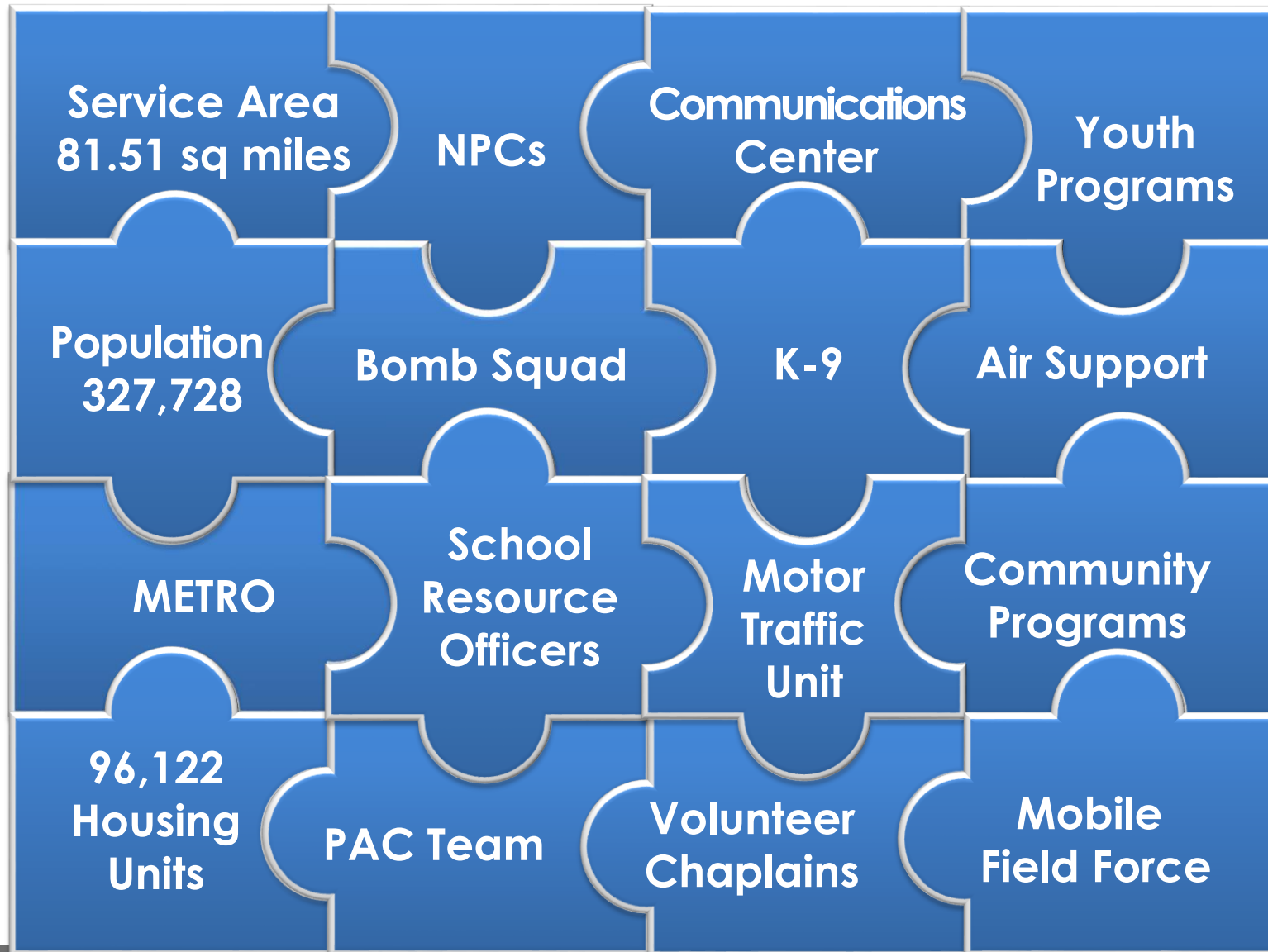


# COMPARISON CITY/RPD

Gender			
Male	163,201	Female	164,521
Race/Ethnicity	Total City	% of City	% of RPD
White	92,379	28%	62%
Hispanic or Latino	179,418	55%	28%
Black/African American	20,192	6%	6%
Asian/Indian	26,714	8%	4%
American Indian/Alaska Native	221	0%	0%
Native Hawaiian/Pacific Islander	272	0%	0%
Other race	2,235	1%	0%
Two or more races	6,291	2%	0%
Total City Population	327,722		



# SERVICES PROVIDED





# RECRUITMENT

Our primary target is lateral/trainee Police Officers and lateral/trainee Public Safety Dispatchers. This will provide more officers on the street in a timely manner. We have several lateral applicants to process. Positions are advertised as follows:

- Freeway Billboards
- Social Media
- Dispatcher Academies
- Community Outreach
- Ads in local and law enforcement magazines
- Police academies within Riverside, San Bernardino, Orange, LA, and San Diego Counties
- Military bases – Exit Fairs
- Job Fairs



# EMPLOYEE DEVELOPMENT

## Department Wide:

- Employee Mentorship Program
- Quarterly Expanded Command Staff Training



## Sworn Employee Development:

- Newly Promoted Requirements:
  - Detectives 80 hour POST Criminal Investigation Course
  - Sergeants 192 hour/multi month Sherman Block Supervisory Leadership
  - Lieutenants 104 hour / multi month Management
- Critical Incident Training



ABILITIES

## Non-Sworn Development:

- Hosted 2-day Non-Sworn Police Leadership training
- HR Sponsored Training and Development



# SUCCESSES

## Fleet

- New Vehicles
  - Black and White
  - Unmarked
  - Armored Rescue (BearCat)
- Fixed Wing Airplane

## Measure Z Funding

- 60 Officers over 5-years
- 11 Non-Sworn Positions
- 9 Public Safety Dispatchers
- Recruitment Cost

## Personnel Support

- Polygraph Examiner
- Background Investigators

## Technology

- Record Management System
- CAD Upgrade
- Body Worn Cameras
- In-Car Cameras
- Mapping System

## Training

- Mental Health Awareness
- ICAT

## Incentives

- Professional Growth
- Longevity
- Great Workplace



# CHALLENGES

## Attrition:

- Retirements
- Separations
- New Hires

## Facilities:

- Headquarters
- Outgrowing Facilities

## Recruitment:

- Qualified Candidates
- Diversity

## Officer Deployment:

- Downtown Entertainment District



# QUESTIONS?

