

Arlington County Police Department



Competing in a Highly Competitive Job Market





Arlington Police Department

As of today

Authorized Strength - 366 Sworn Officers

Actual Strength – 366 Sworn Officers

Actual - 87 Full Time Civilian Employees

Arlington County Police

- Authorized Strength – 366 (FY08)
- Actual Strength – 366
- Minority Officers - 81 or 22%
- Female Officers - 63 or 17%
- African American Officers - 43 or 12%
- Hispanic Officers - 29 or 8%
- Asian Officers - 10 or 3%

Arlington County

- Population – 203,000
- Daytime - 300,000
- 60% White 114,500
- 19% Hispanic or 35,300
- 9% African American or 17,200
- 9% Asian or Pacific Islander or 16,300

Three Year Comparison



Sworn Hires

for CY 05 - CY 07

<u>EEO Category</u>	<u>05 Hires</u>	<u>06 Hires</u>	<u>07 Hires</u>
Female	10	13	9
Black	7	2	8
Hispanic	0	6	1
Asian	0	2	0
Total Hires:	37	51	30



Three Year Comparison

Sworn Separations and Retirements

for CY 05 - CY 07

<u>EEO Category</u>	<u>05</u>	<u>06</u>	<u>07</u>
Female	9	7	8
Black	2	3	1
Hispanic	1	0	3
Asian	2	1	2
Total	38	35	40



Reasons for Separations

- Federal L.E. Agencies
- Other employment
- Return to school
- Family
- Retirement
- Unable to complete training
- Disciplinary Action pending



Sworn Retirements

CY 2005 – 2

CY 2006 – 7

CY 2007 – 9

Staffing Challenges

- 10% yearly attrition rate
- Recruiting diverse pool of applicants
- 60 college credit requirement/
no lateral or military waiver





Arlington Police Department

Continues to Expand

its Recruitment Efforts ...





Recruitment Strategies

- Partnering with local Universities' Criminal Justice programs
- Attending College and University Career Fairs
- Armed Forces Career Fairs
- Hosted Public Safety Open House/Career Fair
- Attending local/regional Career Fairs
- Administering monthly entry-level tests
- County Fair
- Asian / Pacific, Black History and Hispanic History Month events



Recruitment Strategies

- Attending Minority and Cultural Events to include:
Latino's Peace Officer's Conference, Gay Pride Day, Black Expo, Women for Hire, and Hispanic Committee
- Attending Historically Black Colleges (HBC's)
- Recruitment Trip to Puerto Rico:
L.E. Booth set up and test administered in Puerto Rico at the Latino Peace Officer's Conference



Recruitment Strategies

- Temporary waiver of Citizenship
- \$250-\$500 recruitment bonus for officers/employees
- Additional \$250 for officers who assist their new hire with successful completion of Police Training Program
- Bi-lingual Premium / Bi-lingual bonus
- Established Department Recruitment Team
- Salary increase for public safety



Recruitment Strategies

- Alumni Program – officers return to their colleges/universities
- New Officer's Mentor Program
- New Recruitment Video
- New Recruitment Displays
- Received \$19,000 Diversity Recruitment Grant
- My Space web page
- Updated Police web page



Police Department
Arlington County

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Duty...Honor...Commitment

Can You Wear The Badge?



ARLINGTON
VIRGINIA

www.arlingtonva.us/police



Recruitment Strategies

Advertised in various publications

- Puerto Rico Newspapers
- Asian Fortune
- Police Law Enforcement Magazine
- Historical Black University and College Employment Guide
- Saludos Hispanics
- Washington Post
- Washington Examiner
- Chronicle Newspaper
- The Washington Afro-American Newspaper
- University mailings and newspapers



Recruitment Strategies

Advertised on various Internet sites

- Arlington Police Department website
- Law Enforcement Jobs.com
- Eastern Regional Police Recruiters Association website
- Yahoo.com
- Saludios.com
- CareerBuiders.com



Recruitment Strategies

Established programs for the youth and young adults interested in law enforcement

- Cadet Program
- Explorer Program
- Mentor Program
- Intern Program

Successful Recruitment Efforts

- Partnering with local Universities' Criminal Justice programs
- Administering monthly entry-level tests
- \$250-\$500 recruitment bonus for officers/employees, with an additional \$250 for officers who assist their new hire with successful completion of Police Training Program
- Established Department Recruitment Team
- New Recruitment Video
- New Recruitment Displays
- \$19,000 Diversity Recruitment Grant
- Various internet sites - My Space, Career Builders, Yahoo!

Unsuccessful Recruitment Efforts

- Recruitment Trip to Puerto Rico
- Cadet Program 2 of 5 successfully pursued law enforcement.
- Job Fairs that are too far or too costly to relocate
- Venues that are not designed for recruitment
 - County Fair, parades, large cultural events

Qualifications

- 60 College Credits
- 20 years and 6 months at time of test
- U.S Citizen
- Good Physical Condition
- Character - Driving, Criminal History, etc.
- Special Requirements - Non-smoker, Valid O.L., and low-tolerance for drug use.

Arlington Police Department Achieves Full Staffing Goals

Police Department reached its goal of being fully staffed in 2006, 2007, and 2008

We had not been fully staffed since 1998



Duty

Honor

Commitment