Mesa Police Department

Recruitment, Hiring & Basic Training

Administrative Bureau Assistant Chief Dan Butler

The Next Generation Police Officers
Recruiting, Hiring & Basic Training

KEY OBJECTIVES

- Identified Recruitment Unit
- Streamlined Hiring Process
- 3 Police Academy Implementation

Identified Recruitment Unit

- Filling Vacancies vs. Long-Term Talent Acquisition Strategies

  - Increased Engagement Events
  - Nationwide Recruitment Marketing
  - Direct Pipeline Programs with Armed Forces & Universities
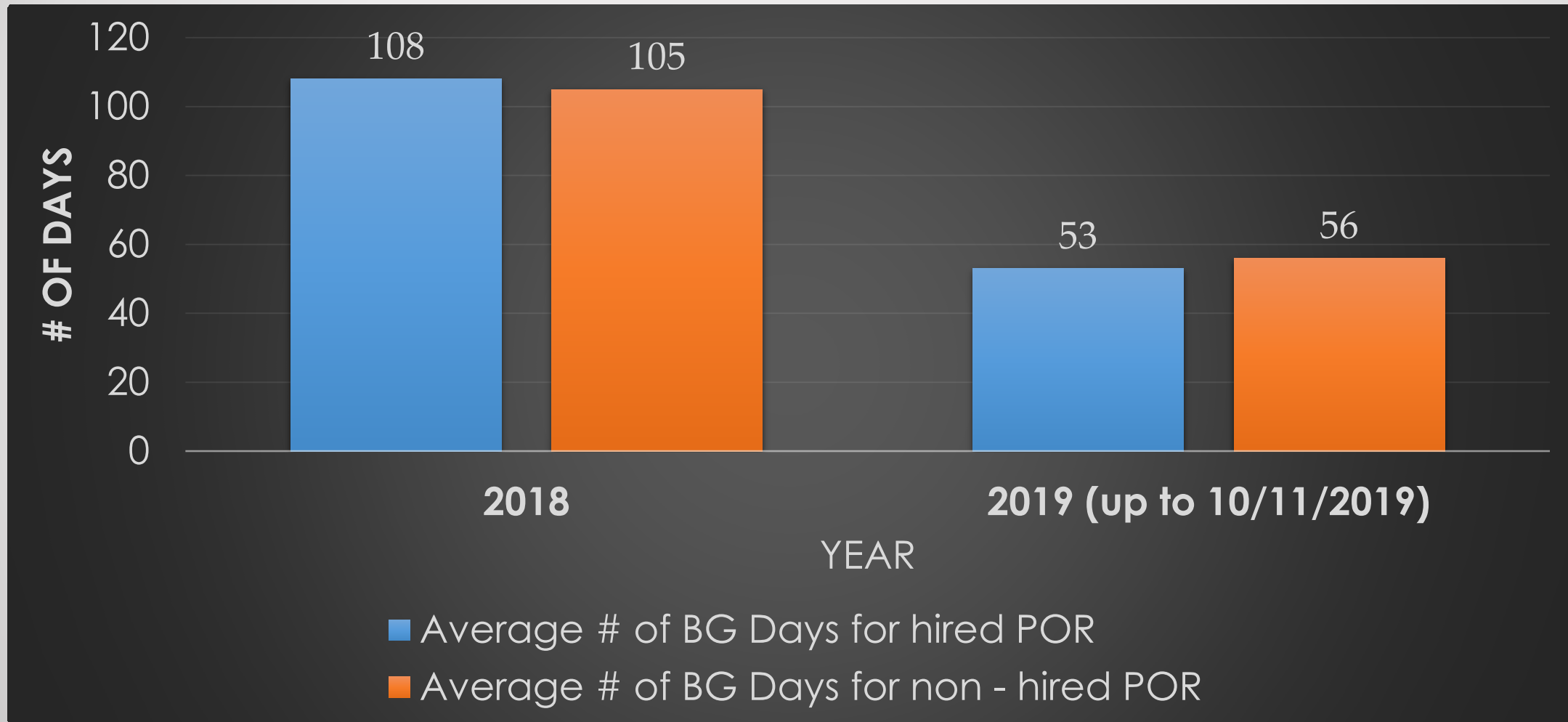 - Recruitment Readiness Seminars
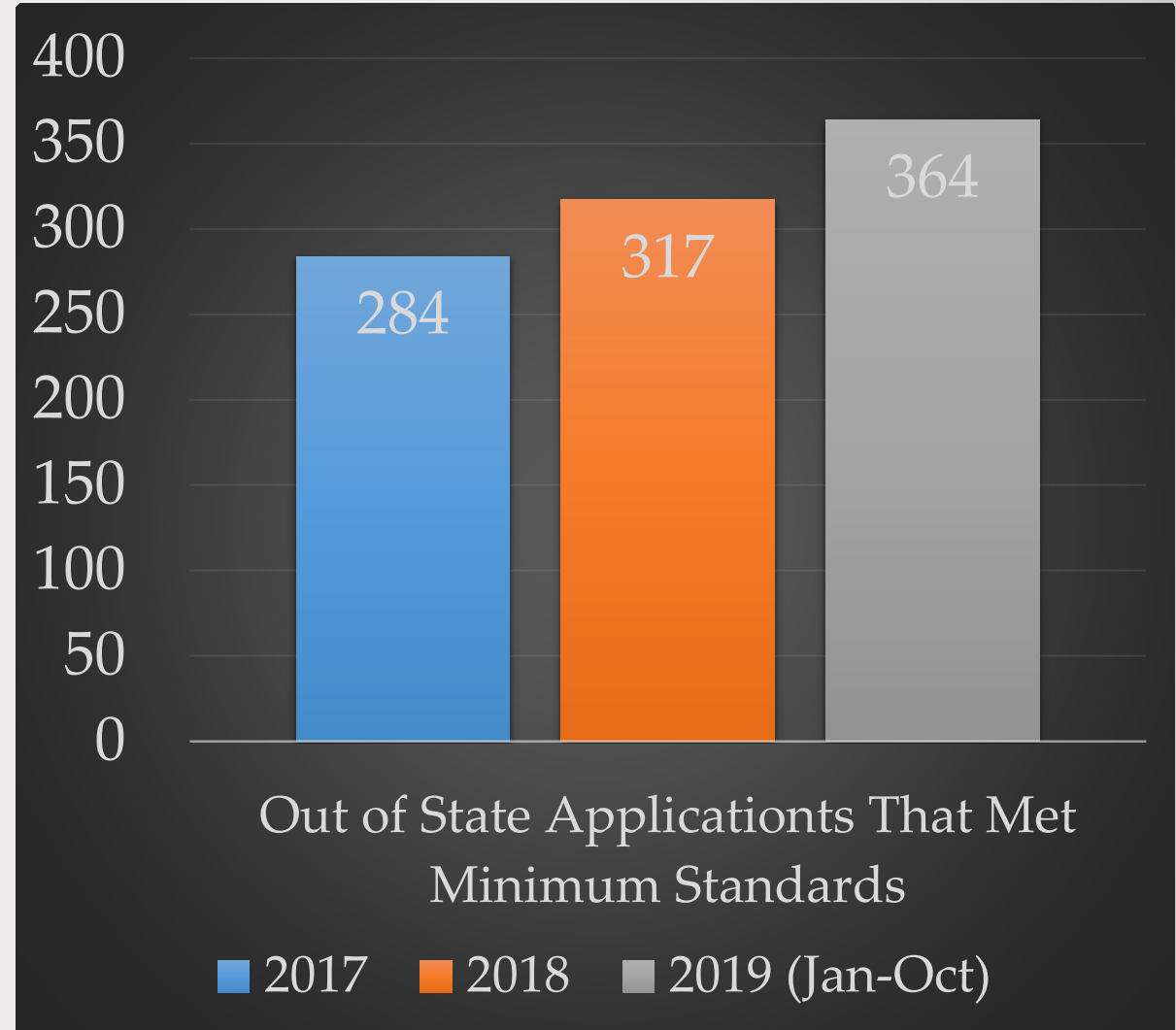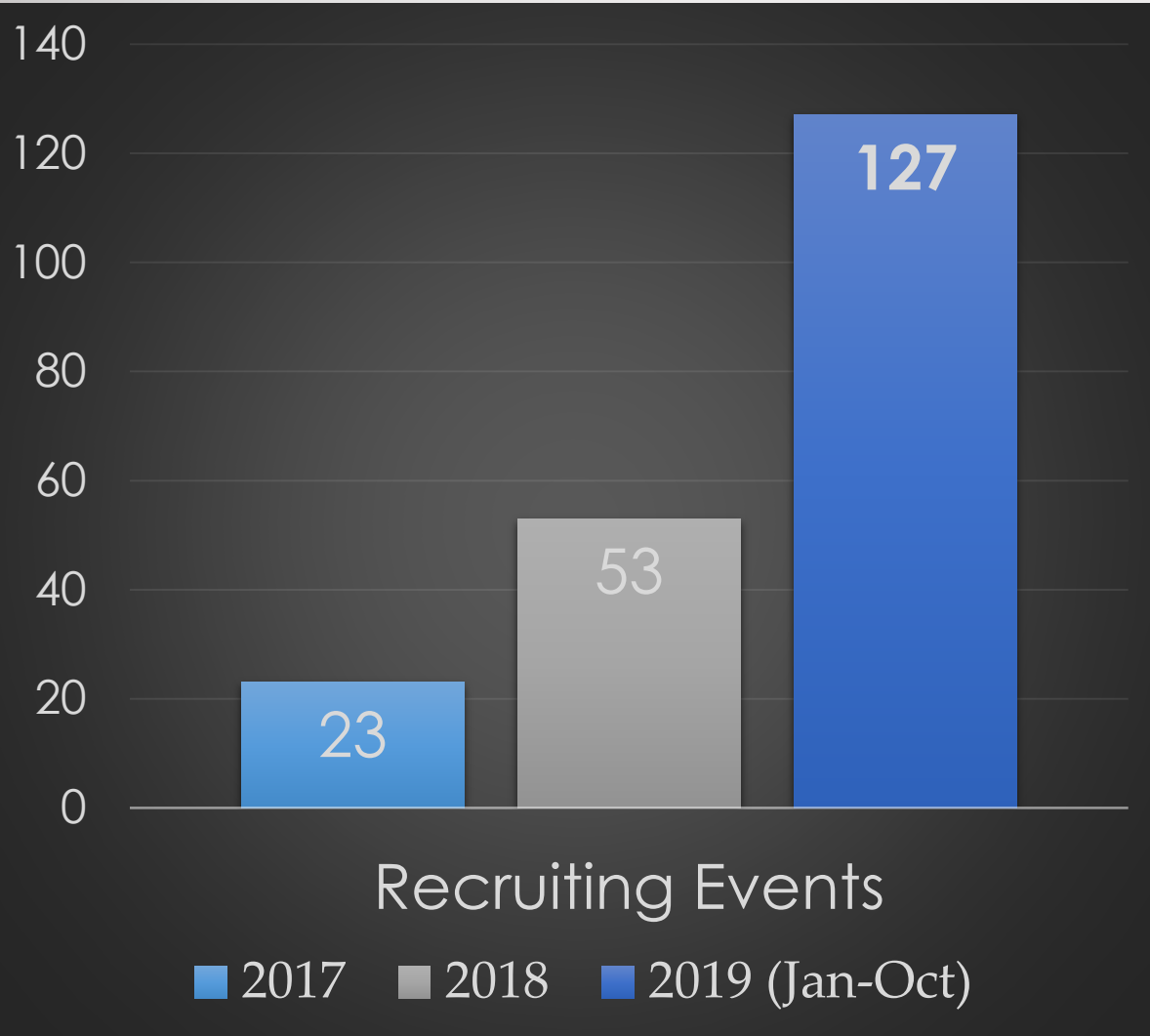
Streamlined Hiring Process

- Improved Efficiency Of Application & Hiring Process

  - Reduced Time-To-Hire Background Process
  - Updated Physical Performance Requirements for Police Officer Recruit Tests
  - Purchase of e-SOPH (Cloud Based Background Investigation System)

Outcomes 2014-2019

Eligible For Hire

Male	90 %
Female	9 %
Unknown Sex	1 %
Caucasian	67 %
Hispanic	23 %
African American	5 %
Asian American	2 %
Native American	1 %

Hired

Male	83 %
Female	17 %
Unknown Sex	N/A
Caucasian	64 %
Hispanic	27 %
African American	5 %
Asian American	2 %
Native American	1 %

3 Police Academy Implementation

2020 Academy Dates

Class #45
- Jan. 13, 2020 – Jun. 12, 2020
- Mesa PD PORs   40
- Outside Agency PORs   16

Class #46
- Apr. 6, 2020 – Sep. 4, 2020
- Mesa PD PORs   30
- Outside Agency PORs   10

Class #47
- Jul. 13, 2020 – Dec. 11, 2020
- Mesa PD PORs   40
- Outside Agency PORs   16

Upcoming Objectives

- Utilize Automated Report Feature in e-SOPH to Track Statistics & Demographics
- Identify A Crime Analysis Position to Track Short and Long-Term Data Analysis
- Use Data For Strategies To Attract, Hire & Train Diverse Candidates

Thank you

Recruit Eligibility Demographics By Year

Year	Male	Female	Unknown Sex	Caucasian	Hispanic	African American	Asian American	Native American	Pacific Islander	Unknown Race
2014 (441)	92%	7%	1%	73%	20%	4%	1%	1%	1%	1%
2015 (227)	89%	9%	2%	71%	19%	6%	3%	1%	1%	1%
2016 (214)	89%	10%	1%	73%	19%	3%	2%	1%	1%	1%
2017 (184)	90%	10%	0%	62%	27%	7%	2%	1%	1%	1%
2018 (295)	91%	8%	1%	65%	26%	4%	3%	1%	0%	1%
2019 (157) As of 10/11/2019	90%	10%	0%	59%	24%	6%	3%	2%	1%	5%
AVERAGE	90%	9%	1%	67%	23%	5%	2%	1%	1%	2%

Recruit Hire Demographics By Year

Class (Recruits)	Male	Female	Caucasian	Hispanic	African American	Asian American	Native American	Other
2014 #36 (51)	82%	18%	72%	20%	8%	0%	0%	0%
2015 #37 (31)	87%	13%	51%	39%	6%	3%	0%	0%
2016 #38 (16)	87%	13%	56%	38%	6%	0%	0%	0%
2016 #39 (40)	82%	18%	73%	18%	8%	3%	0%	0%
2017 #40 (37)	81%	19%	68%	22%	2%	3%	3%	0%
2018 #41 (15)	73%	27%	53%	47%	0%	0%	0%	0%
2018 #42 (28)	86%	14%	79%	7%	7%	4%	0%	4%
2019 #43 (34)	85%	15%	62%	29%	3%	3%	3%	0%
2019 #44 (45)	84%	16%	64%	27%	4%	2%	2%	0%
AVERAGE	**83%**	**17%**	**64%**	**27%**	**5%**	**2%**	**1%**	**0%**