



CITY OF MODESTO



Joseph Bottoms, Lieutenant
Modesto Police Department

GOVERNING POLICIES



City of Modesto Personnel Rule 01

- 1.4 Fair Employment Personnel Policy
 - Employment and promotion by the City of Modesto shall be based on merit and fitness, free of personal and political considerations, in no way shall be affected or influenced by race, religion, color, national origin, ancestry, age, handicap, or sex.
 - The California Fair Employment Practice Act shall govern all City employment and employment practices.



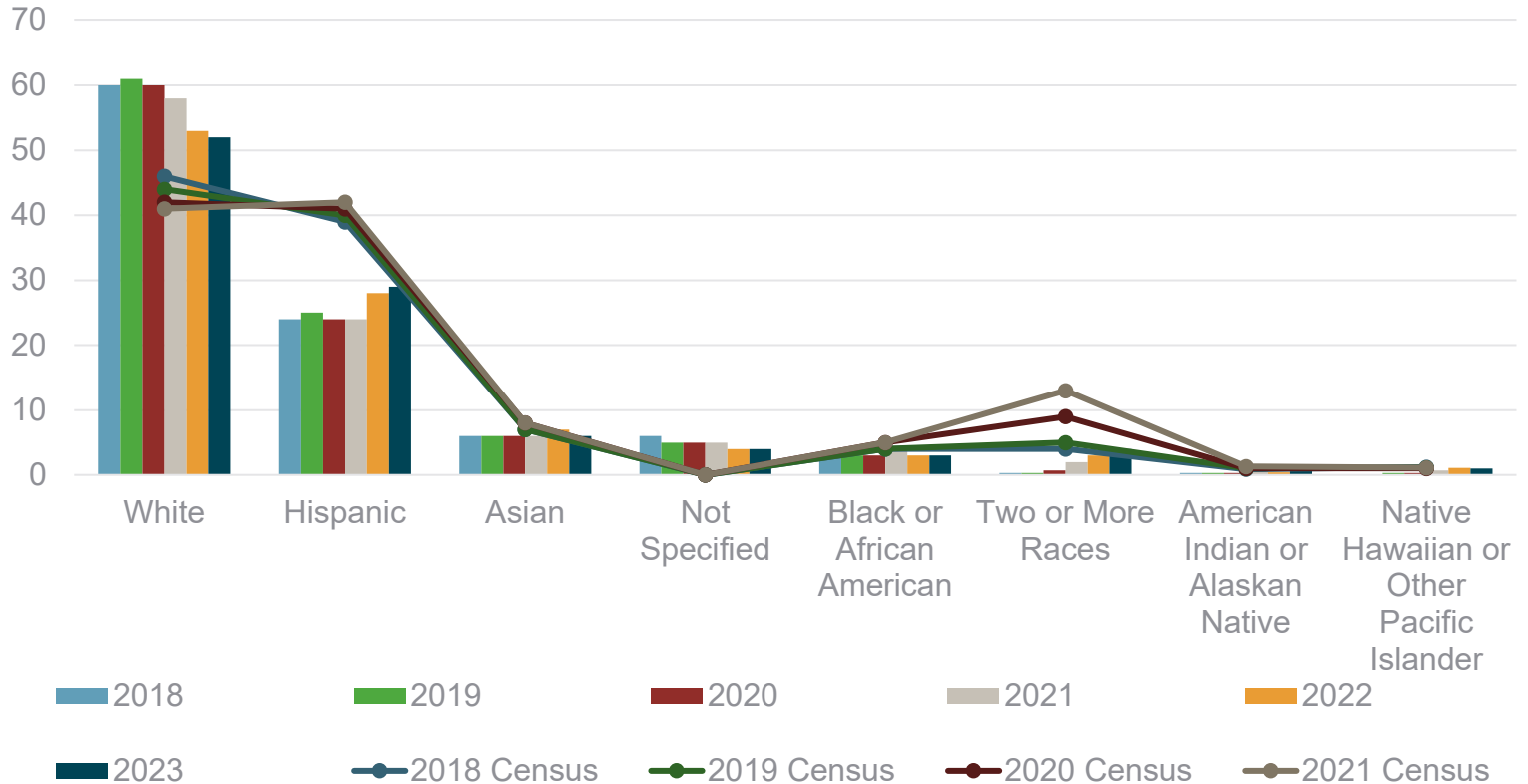
MPD Recruitment & Selection Policy 1000

- In accordance with applicable federal, state, and local law, the Modesto Police Department provides equal opportunities for applicants and employees regardless of actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, veteran status, marital status, and any other classification or status protected by law.
- Recruitment and selection strategy should include:
 - Identification of racially and culturally diverse target markets
 - Use of marketing strategies to target diverse applicant pools
 - Expanded use of technology and maintenance of a strong internet presence. This may include an interactive department website and the use of department-managed social networking sites.
 - Expanded outreach through partnerships with media, community groups, citizen academies, local colleges, universities, and the military.
- Shall avoid advertising, recruiting and screening practices that tend to stereotype, focus on homogeneous applicant pools or screen applicants in a discriminatory manner.

MPD PERSONNEL DEMOGRAPHICS

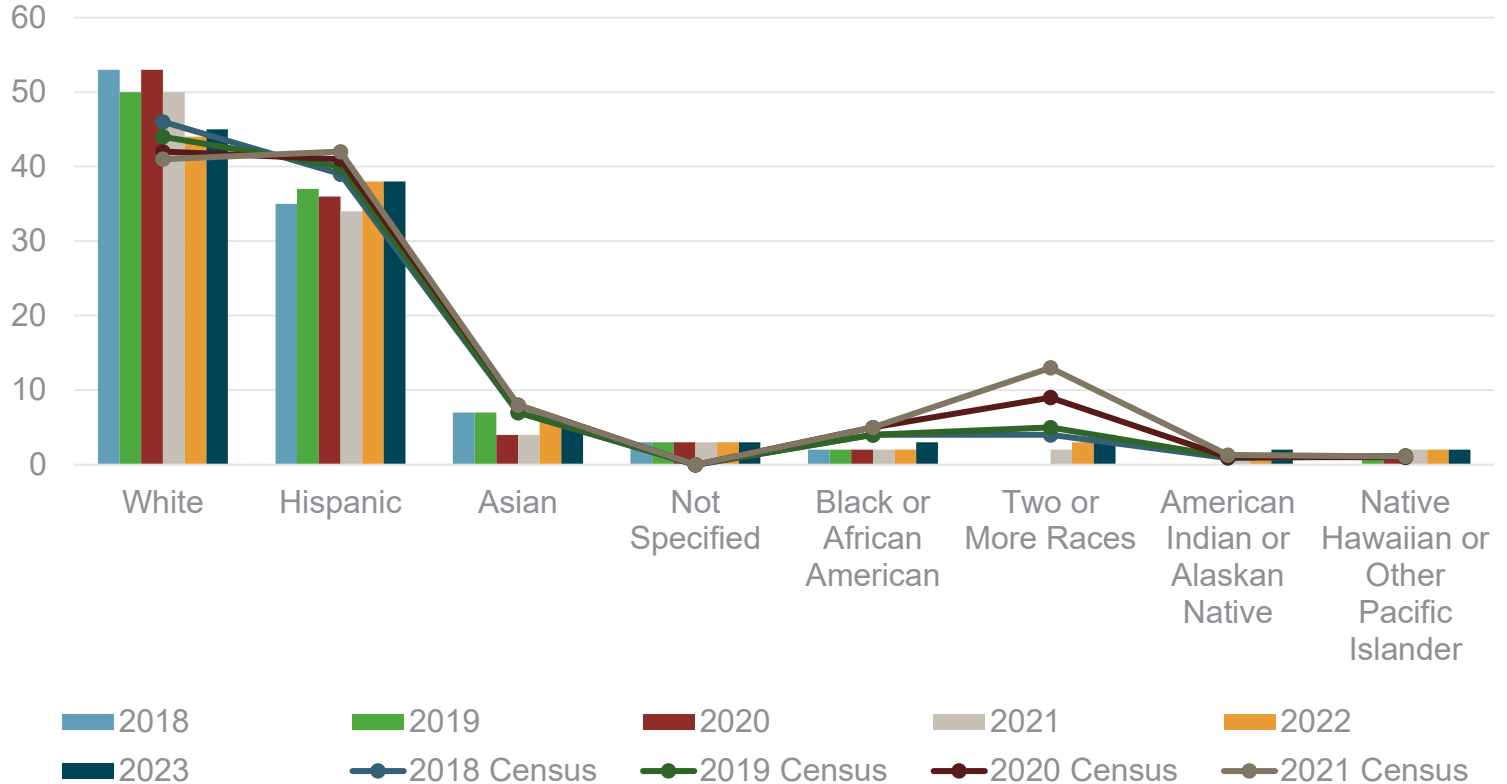


MPD All Personnel Demographics



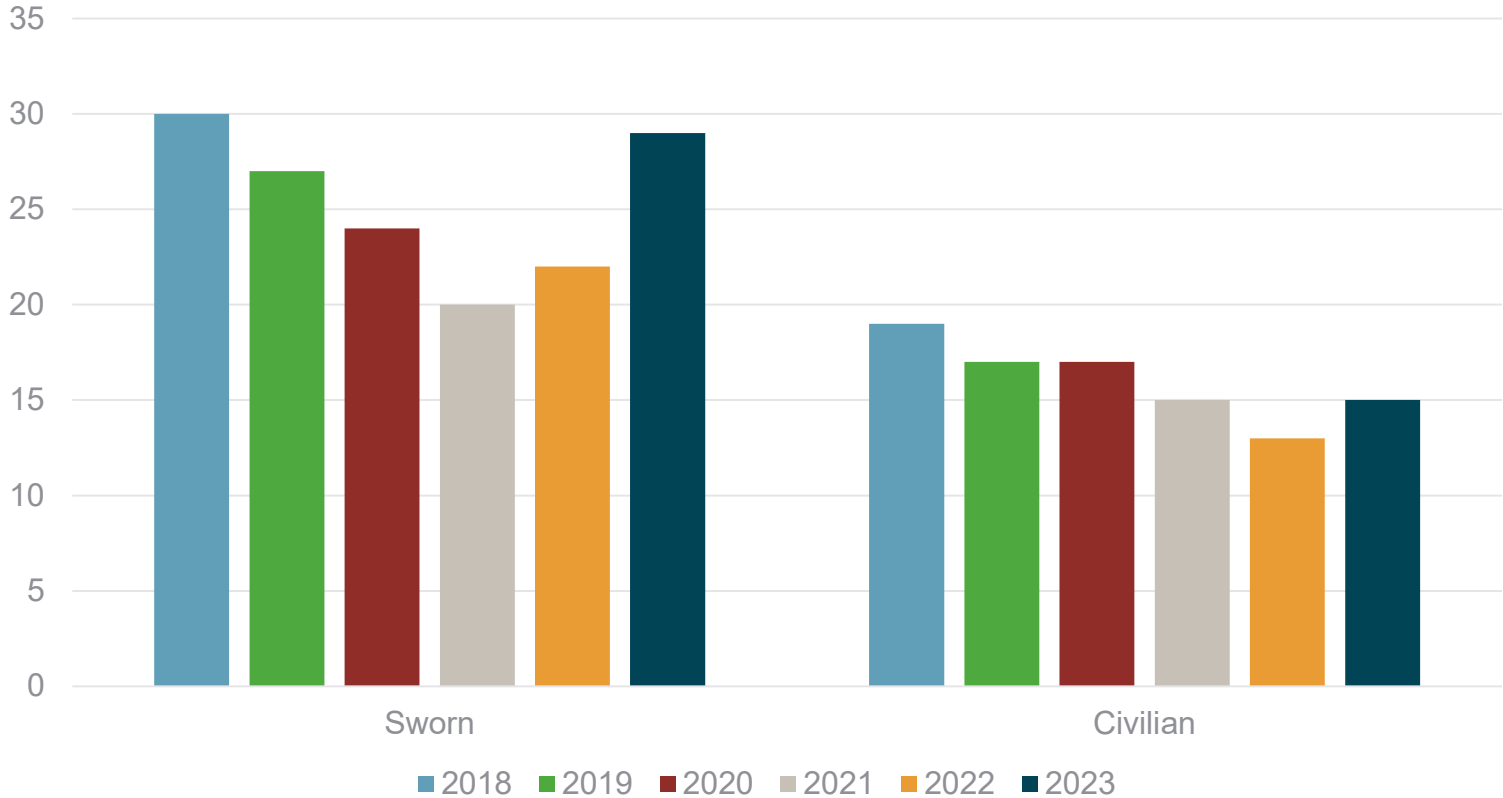


MPD Civilian Personnel Demographics



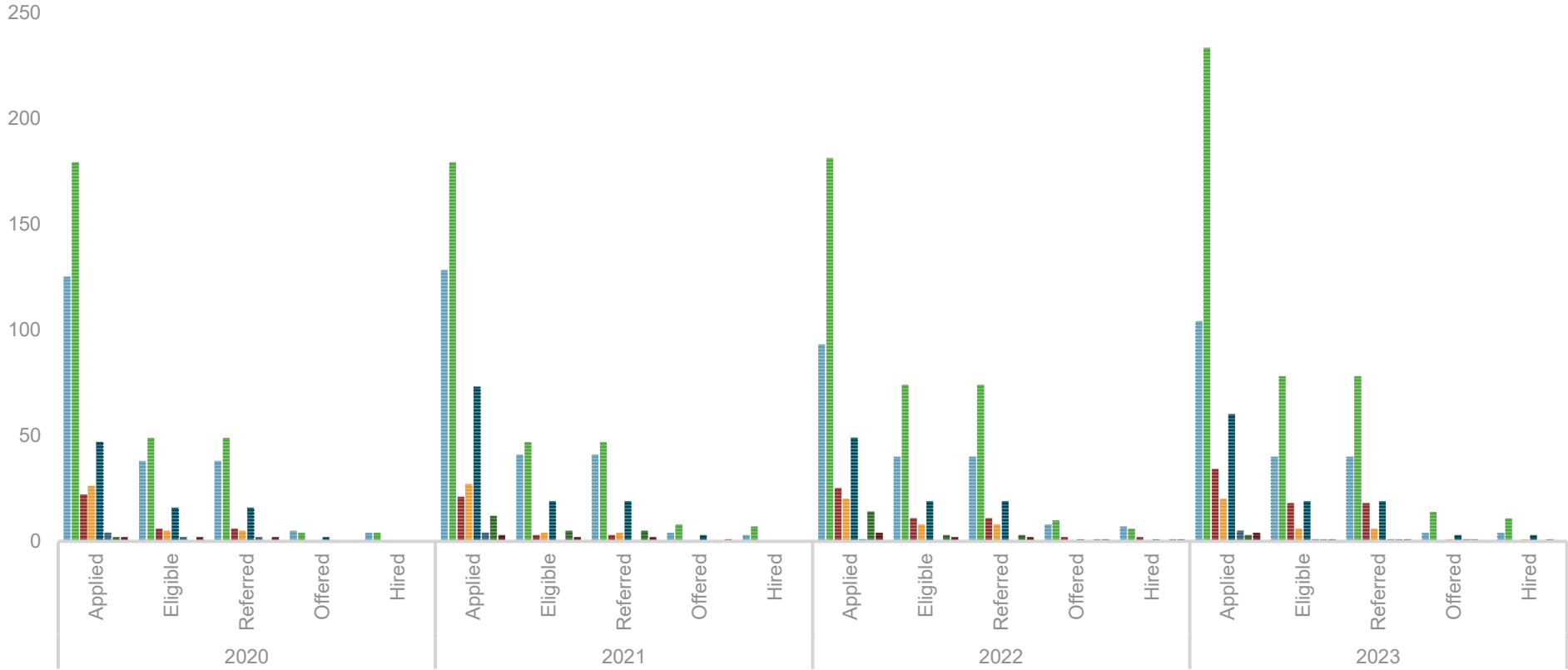
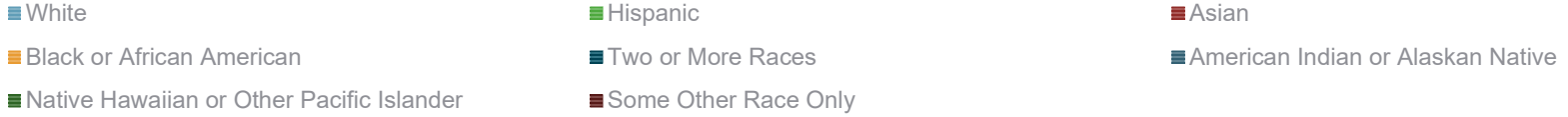


Modesto Police Department Bilingual Staff



APPLICANT DEMOGRAPHICS

MPD POLICE OFFICER RECRUIT APPLICANTS



RECRUITMENT



MPD Hiring Process – Sworn

- Written Exam – POST Entry Level Law Enforcement Test Battery (Pellet B)
- Application
- Physical Agility Test (*must schedule, two attempts*)
- Oral Board Interview
- **Conditional Offer**
- PHS Packet Submission/Review**
- Polygraph Examination*
- Background Investigation**
- Chief's Interview
- Medical Examination
- Psychological Examination**
- **Final Offer**



* Most common process failure point | ** Second most common process failure points



Recent Strategies Implemented

- Physical Agility Test (PAT) and Oral Board Interview combined in one day
- Recruitment Sergeant position reinstated
- Overhauled hiring incentive program
- Expanded Recruitment Team
 - 60-65 members – diversity in gender, ethnicity and role in department
 - Attend recruitment fairs and community events, mentor applicants and answer questions/build relationships
- Hiring/Testing Process
 - Pellet B waiver for those with an Associate's degree or higher
 - Pellet B exams hosted by PD, each person is provided information about MPD and encouraged to apply once they receive a passing score.
 - Practice day for PAT before the actual PAT day – builds confidence, relationships and increases success rates
 - Greater emphasis on Explorer/Cadet program to create a pool of potential future candidates
 - Continuous process and data analysis and adjustments
- Police Officer Trainees applicants
 - HR Analyst has them reapply if they should have applied for Recruit position



Recent Strategies Implemented *(continued)*

- Paid social media advertising and “boosting” of posts
- Paid advertising on LinkedIn
- Billboard advertisements – in town and along Highway 205
- Increased presence at community events and fairs
 - participated in 57 different events
- Partnership with U.S. Army PaYS (Partnership for Your Success) program
- Hosted of an Open House for a specific position – Community Health and Assistance Team (CHAT) Outreach Specialist
 - Very successful – 35-40 people in attendance (even right before Christmas)
 - Large applicant pool at end of recruitment (161 applicants, 93 were eligible)
- Review of job specifications/requirements to remove barriers





QUESTIONS?



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