

## Police Department Recruitment

# Staffing Levels

- 260 Total Employees Budgeted
- 181 Sworn Officers Budgeted
- 79 Civilian Budgeted



## Professional Standards Team

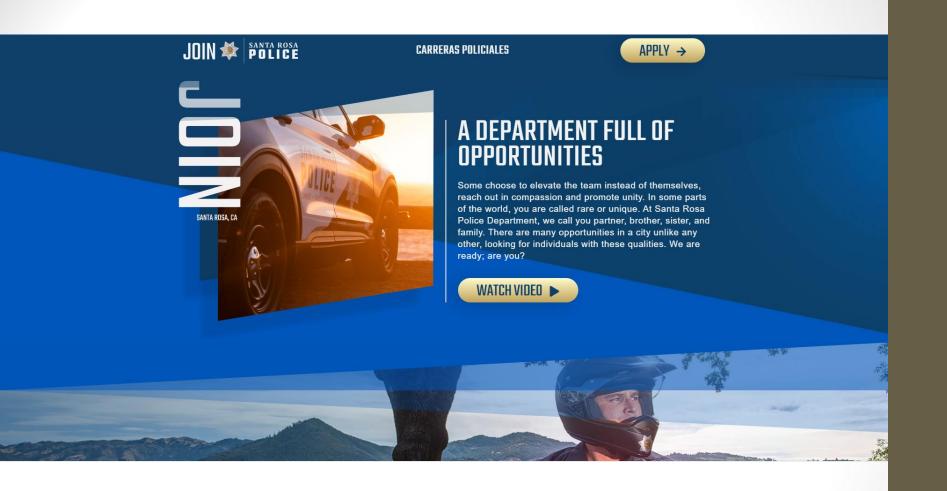
- 1 CAPTAIN
- 1 LIEUTENANT
- 1 SERGEANT
- 1 BACKGROUND INVESTIGATOR
- 1 PER-DIEM BACKGROUND INVESTIGATOR
- 2 PROFESSIONAL STAFF

#### Recruitment Tactics

- City Website
- Department Website
- Attend Local Recruiting Events
- Utilize Community Engagement Team
- Public Safety Day in March of 2023
- Employees Engagement During Activities Outside of Normal Course of Work

#### Recruitment Tactics

- Hired Recruitment Firm
- Dedicated Recruitment Videos English and Spanish
- Dedicated Recruitment Website English and Spanish
- Movie Theater Ads 26 Screens
- Social Media Advertising- YouTube, Google, Facebook, Linkedin
- Bus advertising 5 Sonoma County Transit Buses, 5 city buses
- Hiring Incentive for Lateral Officers and Dispatchers
- Expand Recruitment Team
- 30 X 30 PLEDGE
- Outreach to Junior College and Universities statewide



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# Questions

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