Arlington County
Police Department

Competing in a Highly Competitive Job Market
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

<table>
<thead>
<tr>
<th>EEO Category</th>
<th>05 Hires</th>
<th>06 Hires</th>
<th>07 Hires</th>
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</thead>
<tbody>
<tr>
<td>Female</td>
<td>10</td>
<td>13</td>
<td>9</td>
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<tr>
<td>Black</td>
<td>7</td>
<td>2</td>
<td>8</td>
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<tr>
<td>Hispanic</td>
<td>0</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Asian</td>
<td>0</td>
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</tbody>
</table>

**Total Hires:** 37 51 30
# Three Year Comparison

*Sworn Separations and Retirements*

for CY 05 - CY 07

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<tr>
<td><strong>Total</strong></td>
<td>38</td>
<td>35</td>
<td>40</td>
</tr>
</tbody>
</table>
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
Arlington County Police Department

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