



# **City of Lynchburg**

## **Community Policing Advisory Group**

September 28, 2015



# Agenda

- Introductions
- Charter Review
- Discussion
  - LPD Arrest Statistics
  - LPD Community Involvement
  - Recruitment Plan



# Introductions

- Josh Baker, GLTC
- New Group Members
- FYI
  - New Police Chief Announcement
  - Body Camera Grant

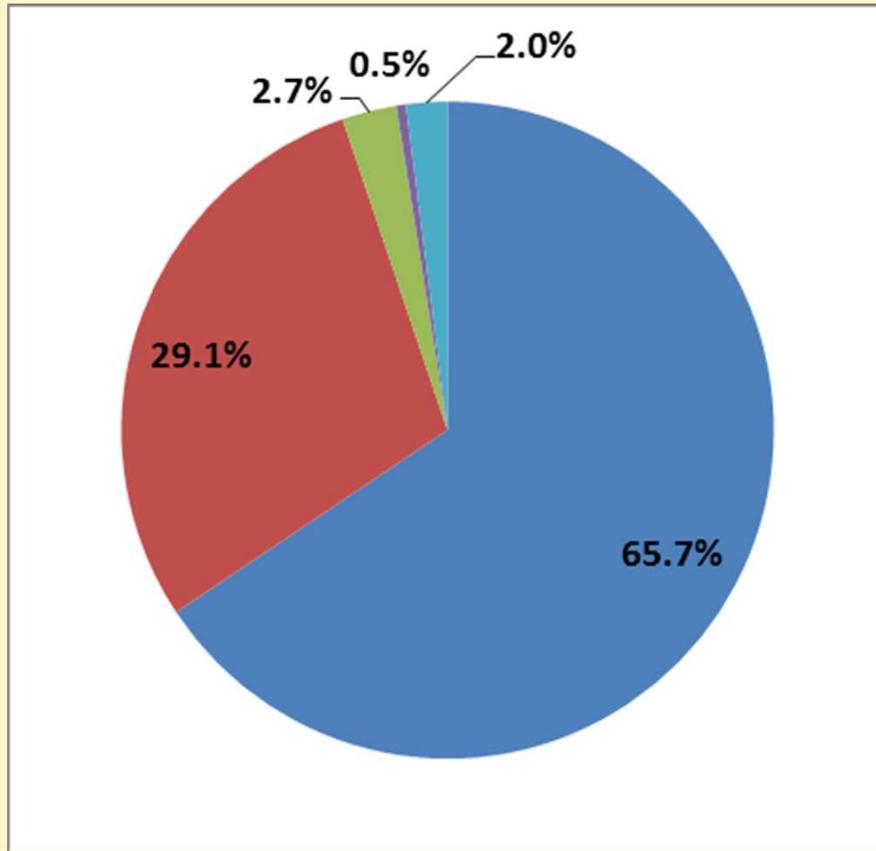


# Charter

- Revisions
- Charter
- Further Suggestions



# Lynchburg Demographics



**White – 65.7%**

**African-American – 29.1%**

**Asian – 2.7%**

**Other Races – 0.5%**

**Two or More Races – 2.0%**



# LPD Statistics

- Arrest Data
- Arrest Data 2
- Discussion



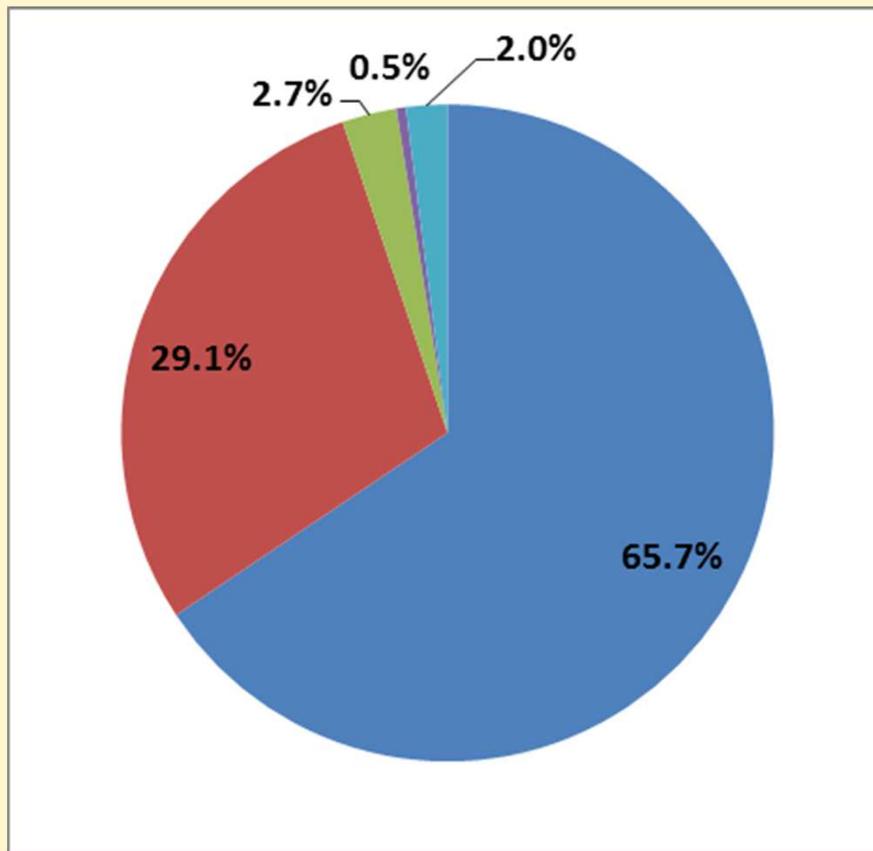
# Community Engagement

- Current Department Involvement



# Recruitment

## Lynchburg Demographics



**White – 65.7%**

**African-American – 29.1%**

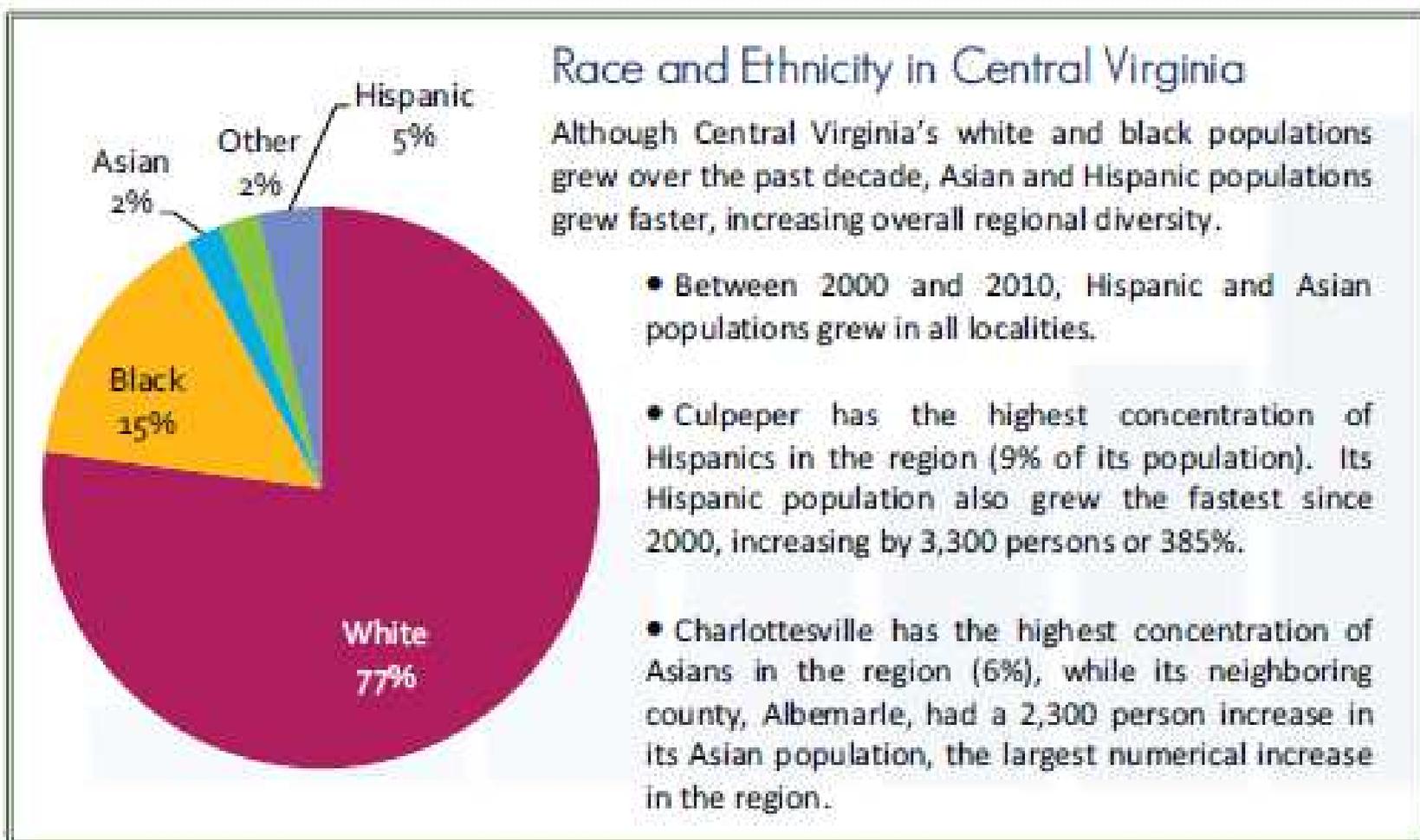
**Asian – 2.7%**

**Other Races – 0.5%**

**Two or More Races – 2.0%**



# Recruitment





# Recruitment

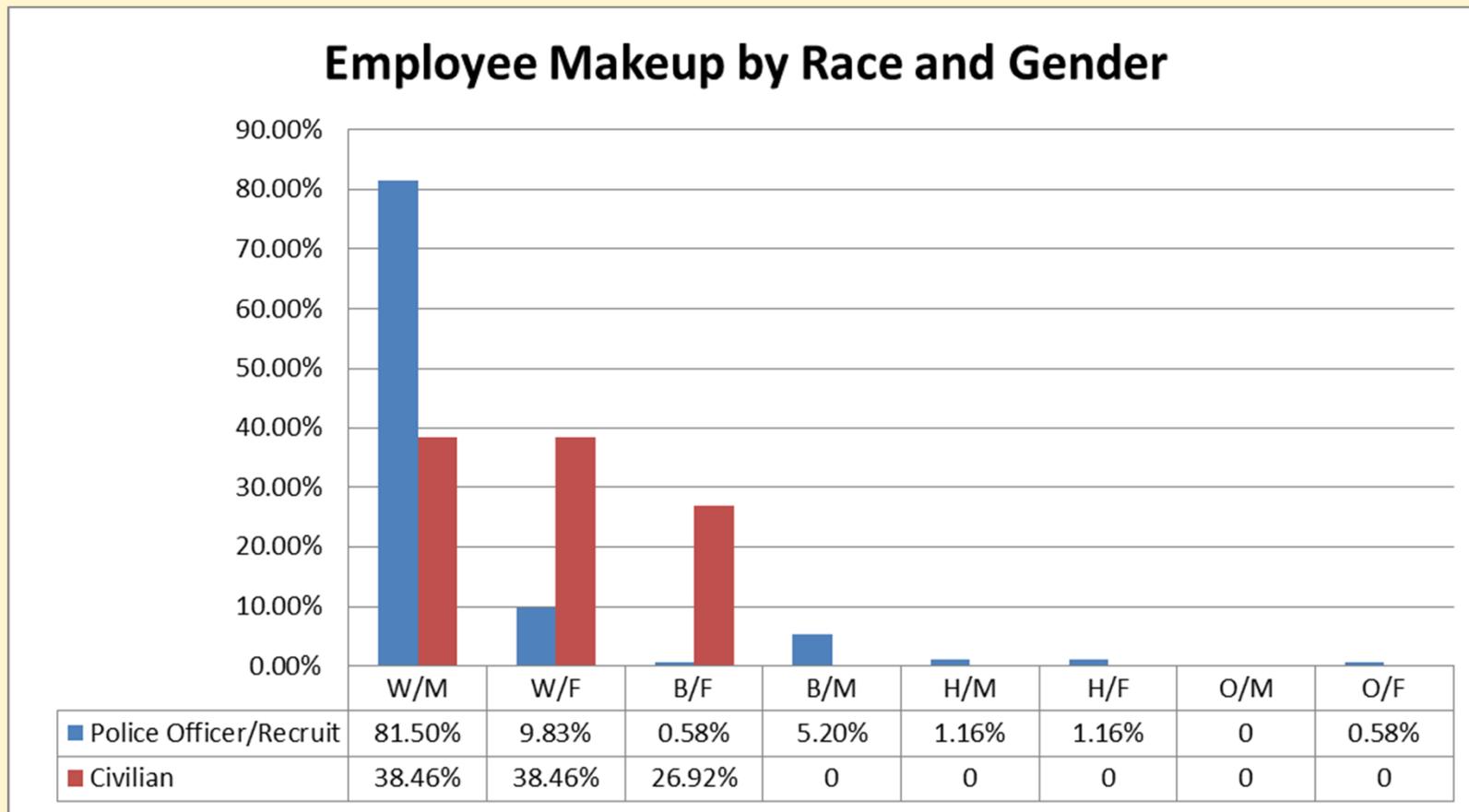
## Department Demographics

<i>9/27/2015</i>	W/M	W/F	B/F	B/M	H/M	H/F	O/M	O/F	TOTAL
Police Officers / Recruits	141	17	1	9	2	2	0	1	173
% of Police Officers / Recruits	81.50%	9.83%	0.58%	5.20%	1.16%	1.16%	0	0.58%	100.00%
Civilian / Support Staff	10	10	7	0	0	0	0	0	26
% of Civilian / Support Staff	38.46%	38.46%	26.92%	0	0	0	0	0	103.85%
Total Police Staff	151	27	8	9	2	2	0	1	199
% of Total Police Staff	75.88%	13.57%	4.02%	4.52%	1.01%	1.01%	0	0.50%	100.50%



# Recruitment

## Department Demographics





# Progression of Applicants

- Application – City Website that is sent to LPD
- PHS Sent – some have disqualifiers and don't received the PHS
- PHS return – reviewed and acceptable candidates are scheduled for written test
- Pass written test – review board interview
- Pass review board – some sent for background – includes polygraph
- Job offer – then physical/psychological exam
- Pass – Hired



# Progression of Applicants

Race	Male Apps	Male - No PHS sent	Male No Response	Male PHS Received	Female Apps	Female - No PHS sent	Female No Response	Female PHS Received	U Apps	U - No PHS sent	U No Response	U PHS Rec'd	Total Apps	Total - No PHS sent	Total No Response	Total PHS Received
White	604	22	385	197	95	4	63	28	2	0	2	0	701	26	450	225
Black	161	8	132	21	64	7	49	8	1	0	1	0	226	15	182	29
Hispanic	36	4	21	11	9	0	8	1	0	0	0	0	45	4	29	12
Asian	14	2	10	2	3	0	1	2	0	0	0	0	17	2	11	4
American Indian	3	0	3	0	1	0	0	1	0	0	0	0	4	0	3	1
Unknown	15	0	11	4	2	0	2	0	2	1	1	0	19	1	14	4
<b>Total</b>	<b>833</b>	<b>36</b>	<b>562</b>	<b>235</b>	<b>174</b>	<b>11</b>	<b>123</b>	<b>40</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1012</b>	<b>48</b>	<b>689</b>	<b>275</b>
Percentage	82.31%				17.19%				0.49%							

## WRITTEN EXAM

Took Exam	Male	Female
White	60	8
Black	8	3
Hispanic	3	
Asian		
American Indian		
Unknown	1	
<b>Total</b>	<b>72</b>	<b>11</b>
%	86.7%	13.3%

by Race	
Asian	0
AI	0
Unknown	1
Hispanic	3
Black	11
White	68
<b>Total</b>	<b>83</b>

by Gender	
Female	11
Male	72
<b>Total</b>	<b>83</b>

Race	Gender	Pass	Fail	No Show	Pending	Total
White	Male	29	2	25	4	60
Black	Male	3	2	3		8
Hispanic	Male	1		2		3
Asian	Male					0
AI	Male					0
Unknown	Male	1				1
White	Female	7		1		8
Black	Female	1		2		3
Hispanic	Female					0
Asian	Female					0
AI	Female					0
Unknown	Female					0
<b>Total</b>		<b>42</b>	<b>4</b>	<b>33</b>	<b>4</b>	<b>83</b>



# Progression of Applicants

ORAL BOARD					RESULTS			
Race	Male	Female	Unknown	Total	Race	Gender	R	NR
White	57	6		63	White	Male	38	19
Black	4	3		7	Black	Male	2	2
Hispanic	3			3	Hispanic	Male	2	1
Asian				0	Asian	Male		
AI		1		1	AI	Male		
Unknown				0	Unknown	Male		
<b>Total</b>	<b>64</b>	<b>10</b>	<b>0</b>	<b>74</b>				
					White	Female	3	3
					Black	Female	1	2
					Hispanic	Female		
					Asian	Female		
					AI	Female	1	
					Unknown	Female		
					<b>Total</b>		<b>47</b>	<b>27</b>



# Progression of Applicants

**BACKGROUND**

Race	Male	Female	Unknown	Total
White	3	1		4
Black	1			1
Hispanic				0
Asian	1			1
AI				0
Unknown				0
<b>Total</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>6</b>

Race	Gender	R	NR
White	Male		3
Black	Male		1
Hispanic	Male		
Asian	Male		1
AI	Male		
Unknown	Male		
White	Female	1	
Black	Female		
Hispanic	Female		
Asian	Female		
AI	Female		
Unknown	Female		
<b>Total</b>		<b>1</b>	<b>5</b>

**POLYGRAPH**

	Male	Female	Unknown	Total
White	3	2	0	5
Black	0	0	0	0
Hispanic	0	0	0	0
Asian	0	0	0	0
AI	0	0	0	0
Unknown	0	0	0	0
<b>Total</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>5</b>

	Gender	R	NR
White	Male	1	2
Black	Male	0	0
Hispanic	Male	0	0
Asian	Male	0	0
AI	Male	0	0
Unknown	Male	0	0
White	Female	1	1
Black	Female	0	0
Hispanic	Female	0	0
Asian	Female	0	0
AI	Female	0	0
Unknown	Female	0	0
<b>Total</b>		<b>2</b>	<b>3</b>



# Who the LPD Hired 7/14-6/15

<b>HIRED</b>				
<b>Race</b>	<b>Male</b>	<b>Female</b>	<b>Unknown</b>	<b>Total</b>
<b>White</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>7</b>
<b>Black</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Hispanic</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Asian</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>AI</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Unknown</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>8</b>

0.01% of Applicants Hired



**Questions?**