



LYNCHBURG POLICE DEPARTMENT 2014-2016 RECRUITMENT PLAN

CALEA Standards (31.2.1 / 31.2.2)

I. PURPOSE:

The purpose of this document is to assist the Lynchburg Police Department in conducting an organized and efficient search for qualified applicants, especially in protected classes, to fill sworn and non-sworn position vacancies. The recruitment plan enumerates measurable recruitment objectives and key recruitment activities and procedures for enlisting the assistance of community organizations and leaders.

II. ESTABLISHMENT OF RECRUITMENT PROGRAM

The Lynchburg Police Department is an Equal Opportunity Employer. It is committed to the maintenance and promotion of the policy of nondiscrimination by incorporating sound merit principles in all aspects of personnel management affecting its employees and applicants. The Personnel & Training Unit of the Lynchburg Police Department is charged with the responsibility of administering this recruitment plan and with recruiting qualified candidates for all positions with an emphasis on seeking qualified minority candidates. The goal of the Department is to approximate, especially within the sworn ranks, the demographic composition of the community. The charts on the following page will document the current demographic comparison of officers of the Lynchburg Police Department to the population of the Lynchburg Metropolitan Statistical Area (MSA).

The Lynchburg Metropolitan Statistical Area includes: Lynchburg, Bedford City, Bedford County, Amherst County, Appomattox County, and Campbell County.

LYNCHBURG METROPOLITAN STATISTICAL AREA POPULATION (From the 2010 U. S. Census – Source: <http://www.lynchburgchamber.org/>)

<u>Category</u>	<u>Number</u>	<u>% of Population</u>
Total Population	248,968	
White	194,566	78.14 %
Black	45,483	18.26 %
Other	8,919	3.58 %

LYNCHBURG POLICE DEPARTMENT
 SWORN OFFICERS
 (as of February 1, 2014)

OFFICERS	NUMBER	% OF DEPARTMENT
White Male Officers	145	84.30 %
White Female Officers	12	6.98 %
Black Male Officers	9	5.23 %
Black Female Officers	1	.58 %
Other Officers	5	2.90 %
TOTAL Officers	172	
White Officers (Male & Female)	157	91.27 %
Black Officers (Male & Female)	10	5.81 %
Other Officers (Male & Female)	5	2.92 %
Male Officers (All Races)	157	91.27 %
Female Officers (All Races)	15	8.73 %

The Lynchburg Police Department currently has three minority employees in supervisory positions, one as an Assistant Supervisor, and two as Lieutenants. Although we continue to actively recruit black and female officers and are increasing the number of female officers in our agency, we have not reached a sworn workforce that is reflective of the community we serve and we will continue to enhance efforts in this area.

III. STATEMENT OF OBJECTIVES

It is the objective of the Lynchburg Police Department to employ the most qualified person for the position without regard to race, gender, age, color, religion, or national origin. The department seeks to employ the most qualified persons based on those job-related qualities and abilities required in a police officer, and having a work force that is representative of the community we serve.

The Lynchburg Police Department's Personnel and Training Unit will make special efforts to recruit, with the intent to employ, qualified minority group members and females to achieve the department's goal of having an ethnic, racial, and gender workforce composition in approximate proportion to the makeup of the available workforce in the community. These efforts will include, but not be limited to:

