



# Community Policing Advisory Group Meeting

May 9, 2016





# Details

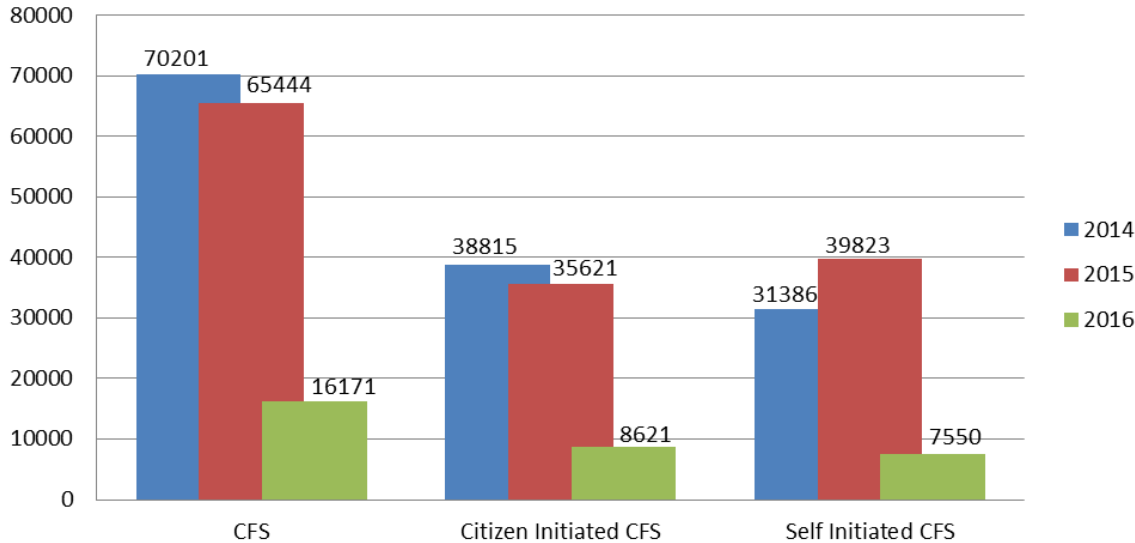
- Drug Arrest Details
  - Group members requested information on the underlying reason for the police interaction that resulted in a drug arrest.
  - Our records system is somewhat limited, but the information available does show whether the arrest came from a citizen initiated or officer initiated call for service.
  - Consent Search reports are also recorded when officers engage in that activity.



# Drug Arrest Data

Year	Calls For Service			Drug Related CFS		Drug Arrests		Drug Related Reports		Consent Searches	
	Total	Citizen Initiated	Self-Initiated	Self-Initiated	Citizen Initiated	Citizen Initiated	Self-Initiated	Total Reports	Cleared by Arrest	Total Reported	Cleared by Arrest
2014	70201	38815	31386	424	689	324	124	835	654	598	221
2015	65444	35621	39823	406	635	113	309	759	602	258	108
2016	16171	8621	7550	144	148	31	112	191	162	70	31

**CALLS FOR SERVICE**

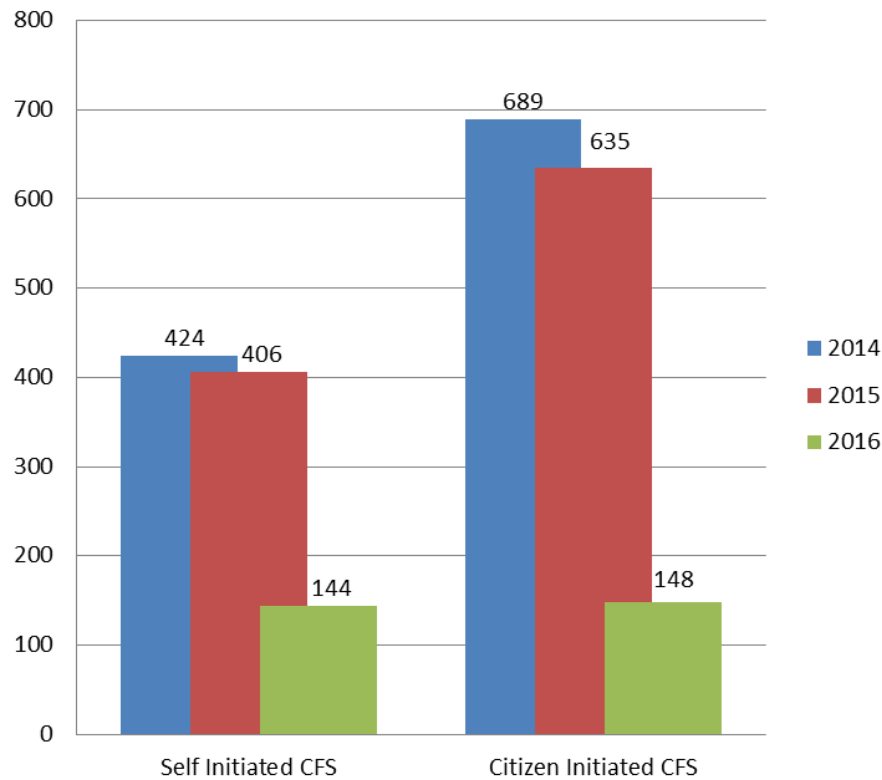


**\*\*Data as of 2/26/16**

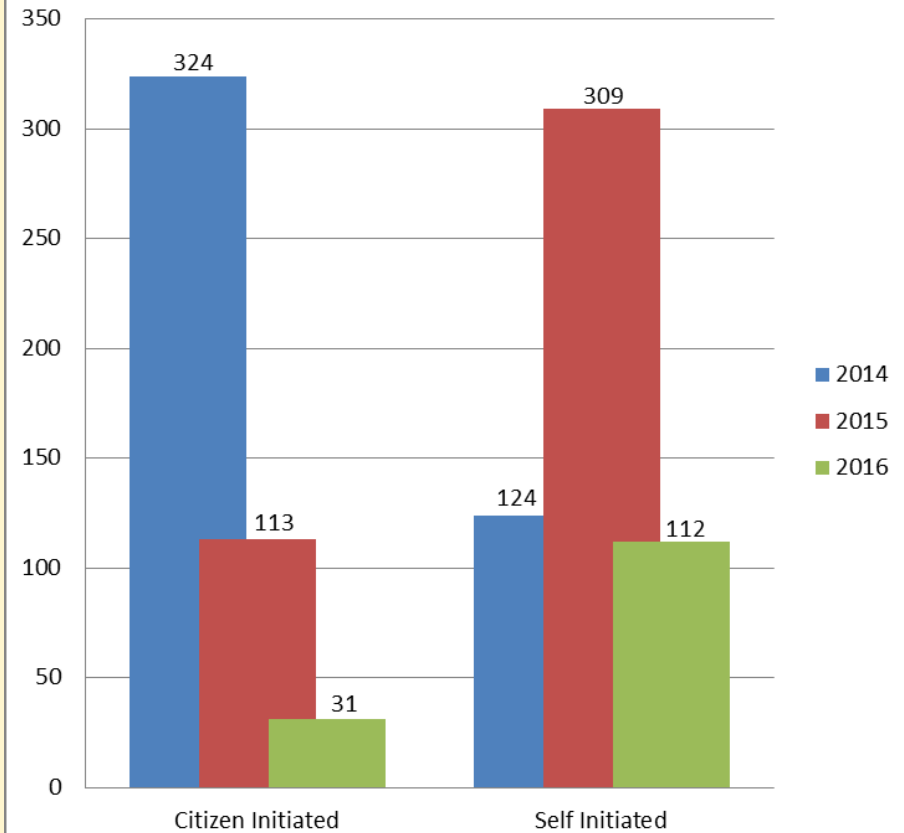


# Drug Arrest Data

## Drug Related Calls For Service



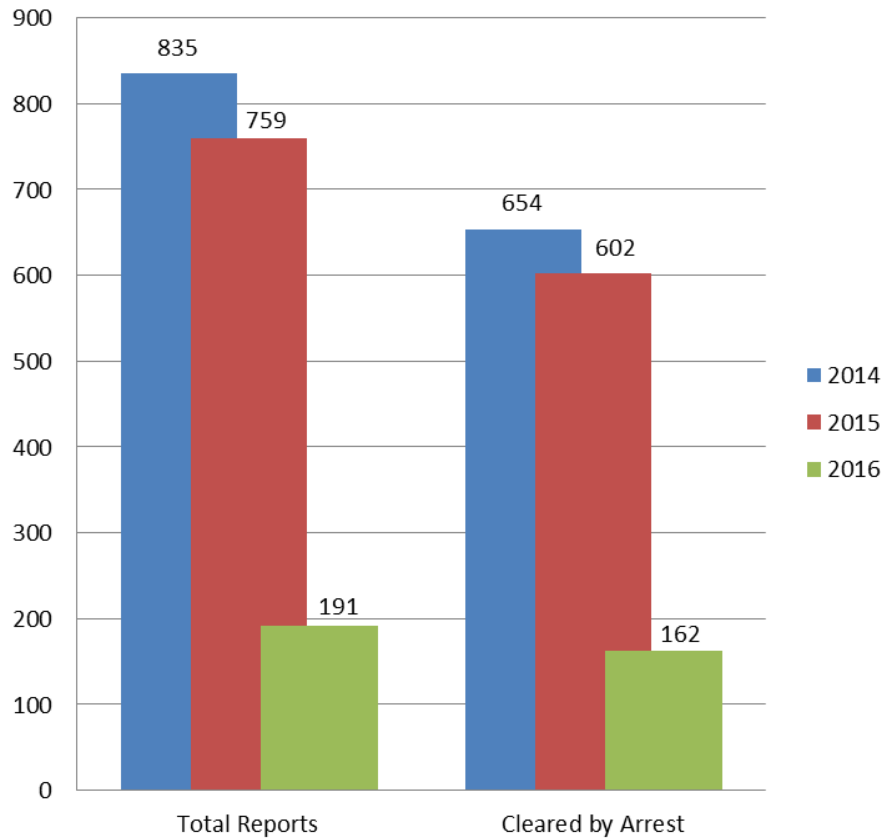
## Drug Arrests



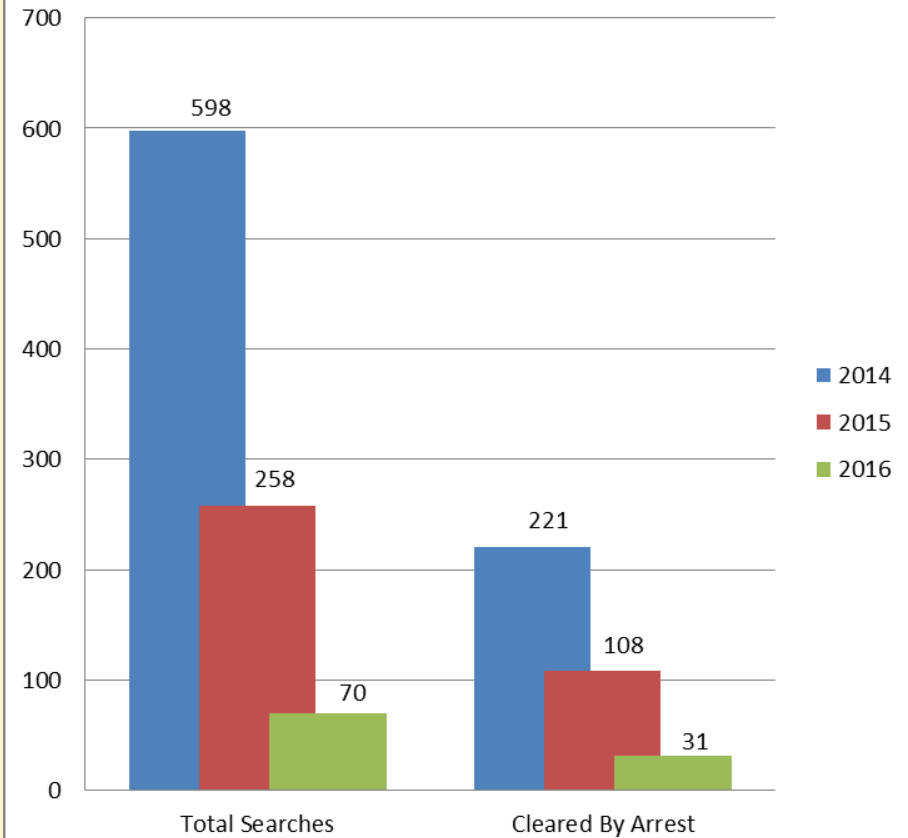


# Drug Arrest Data

## Drug Related Incident Reports



## Consent Searches





# Recruitment Review

- Change in the process based on input from the CPAG
- Moved the Personal History Statement from before the written test to after. Gave staff an opportunity to speak with the candidates to explain the PHS and the purpose behind the questions.
- Done with the goal of increasing the number of returns as this was identified as the point in the process the most minority candidates were dropping out of the process.
- Providing a review thus far in the process for a critique of the change



# Recruitment Review

## APPLICANTS FROM JANUARY 1, 2016 TO APRIL 25, 2016

GENDER	RACE	# INVITED	TEST PASSED	TEST NO SHOW	TEST FAILED	LEFT TEST	TEST PENDING	PHS SENT (80+)	PENDING RECEIPT	FAILED TO RETURN	WITHDREW	PHS REC'D	PHS PASSED / PENDING REVIEW	PHS FAILED
Male	A	1	0	0	0	1	0	0	0	0	0	0	0	0
Male	AI	2	0	1	0	0	1	0	0	0	0	0	0	0
Female	B	10	3	1	0	0	6	3	2	0	0	1	0	1
Male	B	34	5	6	1	0	22	5	1	0	0	4	3	1
Female	H	2	1	1	0	0	0	1	1	0	0	0	0	0
Male	H	9	3	3	0	0	3	3	1	1	0	1	0	1
Female	W	20	7*	5	1	0	7	6	0	3	0	3	2	1
Male	W	114	32	41	0	2	39	29**	12	3	3	11	6	5
Unknown	W	1	0	0	0	0	1	0	0	0	0	0	0	0
<b>TOTAL</b>		<b>193</b>	<b>51</b>	<b>58</b>	<b>2</b>	<b>3</b>	<b>79</b>	<b>50**</b>	<b>17</b>	<b>7</b>	<b>3</b>	<b>20</b>	<b>11</b>	<b>9</b>

\*1 white female scored 78.7

\*\*3 white males scored between 70 & 80 - scores had to be averaged

2 white males scored above 80 with averaged scores



# Recruitment Review

Position	Race	Sex	Current Status
Recruit	A	M	Wants to redo OB
Recruit	B	M	Test pending
Recruit	H	M	Passed OB
Recruit	B	F	Pending receipt of PHS
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	F	In background
Recruit	B	F	Passed test
Recruit	B	F	Test pending
Recruit	B	M	Test pending
Recruit	B	F	Pending receipt of PHS
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	H	M	Test pending
Recruit	B	M	Test passed - score of 79.3
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	AI	M	Test pending
Recruit	B	M	Test passed - score of 70
Recruit	B	M	Test pending
Recruit	B	M	In background
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	H	F	Pending receipt of PHS
Recruit	B	M	Test pending
Recruit	B	M	Pending OB
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	F	Test pending
Recruit	B	F	Test pending
Recruit	H	M	Test pending
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Certified - FL	H	M	Passed OB
Recruit	B	F	Test pending
Recruit	H	M	Pending receipt of PHS
Recruit	B	M	Pending receipt of PHS
Recruit	B	M	Test pending
Recruit	B	M	Test pending
Recruit	B	F	Test pending
Recruit	H	M	Passed OB
Recruit	B	M	Test pending
Recruit	B	F	Test pending
Recruit	B	M	Pending OB
Recruit	H	M	Test pending





# Recruitment Review

- 5/3/2016 Test
  - 36 applicants invited – 14 showed for the test and all passed
  - 11 BM invited – 1 showed
  - 2 Bf invited – 1 showed
  - 4 WF – 3 showed
  - 19 WM – 9 showed



# Recruitment Review

- Current hiring phase for the academy starting July 1:
  - Approximately 8 positions to hire for the July academy
  - 12 applicants in background phase
  - Demographics:
    - 7 WM
    - 1 BM
    - 1 BF
    - 3 WF



# Recruitment Review

- Written test is a validated means of scoring candidates skills, pass score for the test is 70, the LPD score to move forward in the process is an 80 or above.
- An “anomaly” was identified for those scoring between 70-79. Did not proceed in the process, but those that failed (under 70) could retake the test in 120 days.
- Will notify those between 70-79, they have the option of retaking the test after 120 days to score better to be competitive in the process.



# Stratford Rd. Arrest Admin Inv

- Social Media viral video of an arrest on March 5.
- CPAG members invited to attend a briefing held by the chief to discuss the event and information known at that time.
- Promised to review the case with CPAG once the administrative investigation was complete.



**Questions?**

