



SPOKANE POLICE DEPARTMENT
CHIEF OF POLICE
CRAIG N. MEIDL

Spokane Police Academy
2021 Commissioned Officer
Recruiting and Hiring Report

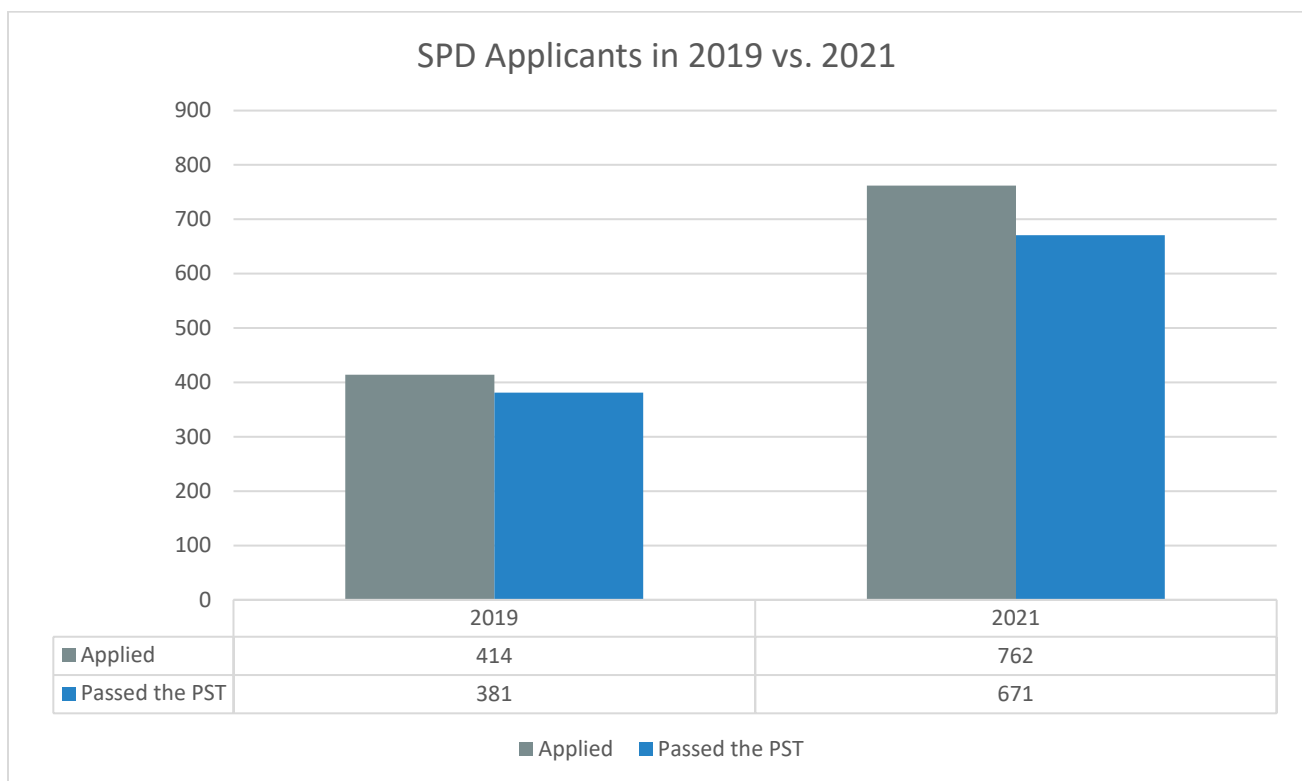


Spokane Police Department Recruiting and Hiring

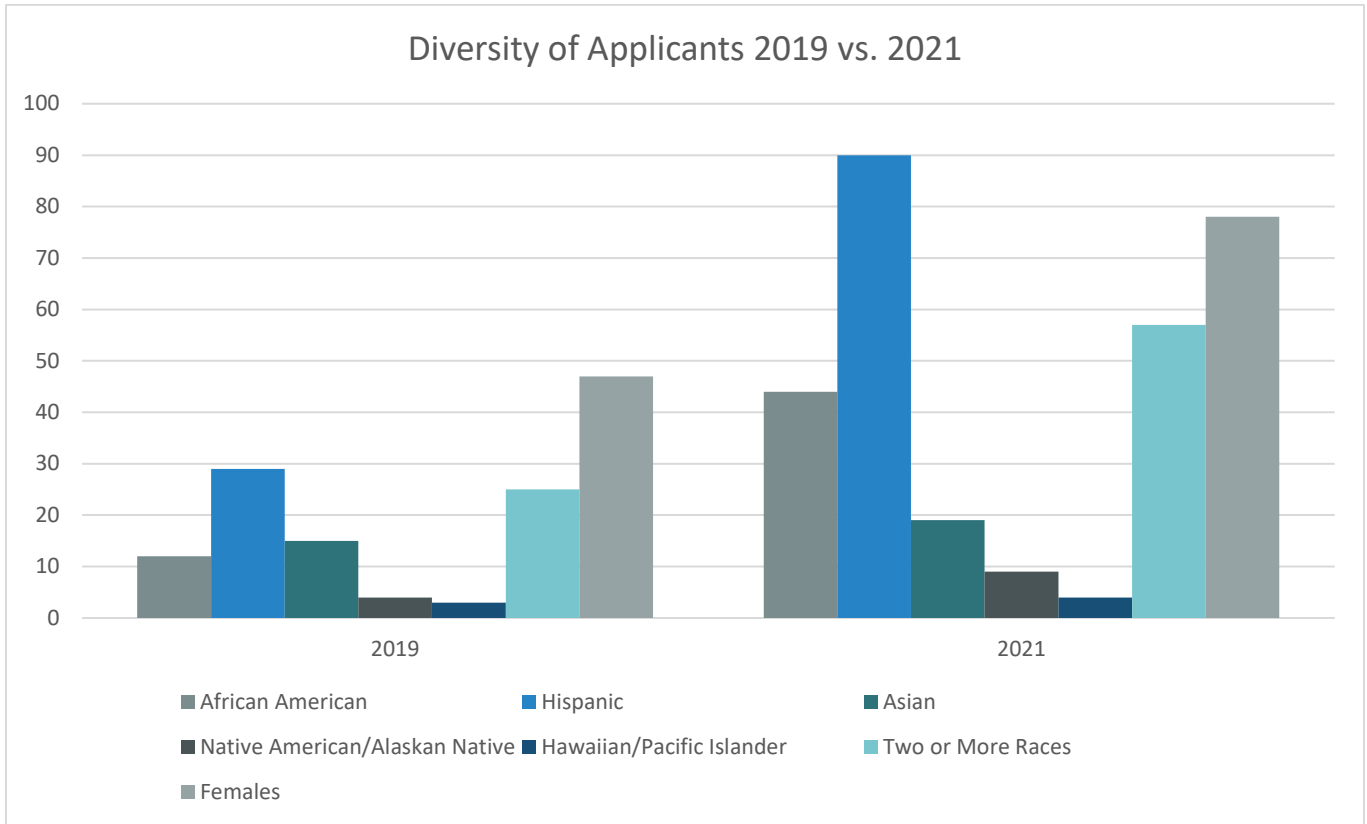
The Spokane Police Department (SPD) does not have a particular yearly budget for recruiting and hiring, but has been fairly successful in such endeavors. The department regularly reports on recruiting and hiring efforts throughout the year in a monthly Strategic Initiatives report (November, September, August, July, April, and March). Over the past year, the Spokane Police Department has hired eighteen new recruits and six lateral hires. Six new officers graduated from the Basic Law Enforcement Academy on June 30th and are currently going through departmental Field Training Officer (FTO) training. Eleven officers graduated on December 10th and are currently in Pre-FTO training. In December 2021, the department offered jobs to ten applicants who will begin their careers in the Basic Law Enforcement Academy mid-January 2022.

After not hiring Reserve Officers since 2018, the Spokane Police Department also welcomed seven Reserve Officers who volunteer their time with the department.

Due to the Spokane Police Department's efforts towards recruiting, there has been an increase in applicants since 2019:



The diversity of applicants has also increased with recruitment efforts:



Retention of hired officers is just as important as the recruiting process. Below are retention statistics for the Spokane Police Department from 2013 to 2019. All employees mentioned would be past probation at this point.

- From 2013 to 2019, SPD hired 149 officers
- 22 officers separated during Basic Law Enforcement Academy/probation
- 127 out of 149 officers (85%) were retained past probation
- Four of those 127 officers separated from SPD after probation (2 voluntarily, 2 involuntarily)
- 123 out of 127 (97%) officers were retained

Demographics of the Spokane Police Department have also been compared against the city of Spokane’s demographics (Charts below are as of November 23rd, 2021):

Sex of SPD Officers Compared to City of Spokane Population:

Sex	Personnel Numbers	Percent of Department	Percent of Spokane
Female	28	9%	51%
Male	316	91%	49%

Race/Ethnicity or SPD Officers Compared to City of Spokane Population:

Race/Ethnicity	Personnel Numbers	Percent of Department	Percent of Spokane
Asian, alone	1	0.03%	2.7%
Black, alone	6	2%	2.3%
Hispanic or Latino	18	5%	6.3%
Multi-Ethnic* (2 or more races)	4	1%	5.9%
American Indian and Alaska Native, alone	5	1.4%	1.8%
Native Hawaiian and Other Pacific Islander alone	0	0%	0.9%
Not Indicated (employee did not identify race)	2	0.06%	N/A
Other	6	1.7%	N/A
White	302	88%	84.7%

(2020 Spokane Census: <https://www.census.gov/quickfacts/fact/table/spokanecitywashington/PST045219>)



Public Safety Events and Recruiting

The Spokane Police Department regularly attends Public Safety Testing (PST) events across the region. At each of these events, Officer Graig Butler acts as a representative of the department and is able to give a presentation to PST attendees. He is able to stand in front of large groups of potential candidates and explain why SPD is a quality organization. Some applicants previously had signed up to have their scores sent to SPD, but others are offered to sign up on site after Officer Butler's presentation. After presenting at PST events, Officer Butler has seen up to 14 additional applicants per event.

Officer Butler also created a presentation designed to assist potential applicants with interview preparation. The opportunity to attend this presentation is offered to every applicant at every PST event that Officer Butler attends. It is offered to SPD applicants as well as applicants testing for any other law enforcement agency that PST provides services for. The purpose is to assist the applicant in the application process, as well as paint SPD as a professional organization that supports their employees' professional development. Officer Butler has formally provided this presentation to 10 applicants and has spoken to over 100 potential applicants by phone to answer questions about their individual backgrounds. Officer Butler makes himself available to all potential lateral applicants as well. Being a lateral officer himself, he can provide an accurate assessment of the application process and can compare and contrast for laterals on the differences between SPD and their respective departments.

During 2021, Officer Butler traveled across Washington state for recruiting. Throughout the year, he and other members of the recruiting team have attended a variety of local and statewide events. Below is a timeline of recruiting efforts in 2021:

January – An updated recruiting photo collage was created to display at public events (County fair, recruiting fairs, etc.).

February – The Recruiting Cadre held a practice Physical Fitness test at the Spokane Arena for interested applicants and attended a local Public Safety Testing event, where a recruiting speech was given. Fourteen additional applicants signed up to send their scores to SPD after this speech.

April – The Recruiting Cadre attended multiple local Public Safety Testing events and gave recruiting speeches. Fourteen additional applicants signed up after these speeches were given. A recruiting presentation was also held at Spokane Community College for Criminal Justice students (approximately 60 students).

May – Officer Graig Butler traveled to Olympia, Joint Base Lewis McCord Lynwood, and Kent, WA for Public Safety Testing events. Eighteen additional applicants signed up to send their scores to SPD after recruiting presentations were given. Recruiters also attended a local Public Safety Testing event, where six additional applicants signed up after a speech was given.

August – The Recruiting Cadre attended a local Public Safety Testing event and gave a recruiting speech. Nine additional applicants signed up to send their scores to Spokane after the speech was given.

September – Officer Graig Butler traveled to Olympia, WA for a Public Safety Test. Eight additional applicants sent their scores to Spokane after his recruitment speech. Recruiters also presented at Fairchild Air Force Base to approximately 100 Air National Guard members. They also attended and presented at a Local Public Safety Testing event.

October – Officer Graig Butler traveled to Lynwood and Kent, WA to recruit at a Public Safety Testing event. Ten additional applicants signed up to send their score to Spokane between the two events.

November – Recruiters attended a local Public Safety Testing event where 12 additional applicants signed up to send their scores to SPD. A recruiting presentation was also given to Washington State University’s Rugby team. Recruiters also attended Public Safety Testing events in Olympia and Vancouver, WA, where 15 additional applicants signed up to send their scores to Spokane. A presentation was also given to a Criminal Justice Professional Development class at Spokane Community College regarding interview preparation. Approximately 30 people attended this presentation.

December – Recruiters attended a Public Safety Testing online career fair and gave a presentation on SPD. They also attended a local Public Safety Testing event, where seven additional applicants signed up to send their scores to Spokane after the presentation.

One goal of the Spokane Police Department has been to develop and retain a qualified and diverse workforce. This has been done through recruitment and interactions with diverse groups in the Spokane-area community and throughout the state. Officer Graig Butler has used his role in Community Outreach to connect will all areas of our community and pushes efforts to diversify our workforce.



Upcoming Recruiting

With the reception of a recruiting grant from the Washington State Criminal Justice Training Commission, the department is developing a plan for new and increased means of recruitment. A group comprised of Spokane Police Department officers will be working on a recruiting team, along with their regular duties. Plans are being developed for members of the recruiting team to attend Public Safety Testing events and diversity fairs across the country. Locally, plans are being developed to reach out to and attend events at local colleges. Officer Graig Butler is coordinating with the Criminal Justice program at Washington State University to host an event, and is planning to present to Eastern Washington University's football team. Officer Butler will also be presenting at Fairchild Air Force Base to their personnel. Other members of the recruiting team are reaching out to contacts at other local colleges to schedule presentations to their Criminal Justice and Sociology programs. Recruiting trips are being planned to Portland, Los Angeles, San Francisco, Chicago, Phoenix, and Atlanta. During each trip, three members of the team will attend a diversity career fair, reach out to students at local colleges, reach out to military bases, and attend any other function that may help the department reach their goal. Each trip will be 5 days in total, Monday through Friday. Traveling to a variety of diverse areas will provide the recruiting team the opportunity to present about the Spokane Police Department to an increased amount of people while also increasing the amount of diverse groups being presented to. This will ideally lead to an increased amount of diverse applicants to the Spokane Police Department.



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