



2019 Recruitment Activities and Demographics

The Wheat Ridge Police Department (WRPD) Recruitment Team overseen by the Professional Standards Unit (PSU) was active in 2019. Members of the Recruitment Team included: Sergeants Jamie Watson, and Bobbi Dawkins; Officers Allan Fischer, Barry Malloy, Nate Lovan, Brian Gross, John Bowman, Krista Cuney, Steven Berkowitz, and Detectives Zahra Al-Arahawi, and Kyle Eversole. Recruitment Team members continued to provide direct involvement in the applicant selection process, attending recruiting events, evaluating and scoring applications, scoring personal history questionnaires and participating in oral board interviews.

Recruitment Team members attended nine job fairs in 2019, one less than in 2018. Team members participated in the following recruiting events:

WRPD Open House	March 6
FBI-Recruiting Women in LE	March 6
Colorado LE Recruitment Fair	March 21
AIMS Public Safety Recruitment Fair	March 27
Recruit Military Recruitment Event	April 18
Law Enforcement Expo, Colorado Springs	May 22
DAV Recruit/Military Denver Job Fair	August 1 5
Colorado LE Hiring Expo	September 15
University of Northern Colorado Job Fair	November 14

The Recruitment Team attended more job fairs in March 2019 than in other years and attempted to attract more candidates prior to the closing of the first Police Officer Recruitment hiring process of 2019.

Approximately 300 individuals visited the WRPD display booth at these nine events. Of those, 237 spoke with a recruiter and gathered information about the department. The demographic breakdown of those interested in 2019:

Caucasian males:	112
Caucasian females:	59
African-American males:	9
African-American females:	5
Hispanic males:	29
Hispanic females:	19
Others	4

In 2019, PSU worked in collaboration with Human Resources and the PIO to expand recruiting and the promotion of openings in the greater metro-area to include holding a WRPD Hiring Open House at City Hall. The event was well attended by individuals representing a variety of demographics. Police Officer Recruit candidates were encouraged to bring family members to the open house event. In 2019, the collected data supports continued participation in law enforcement specific job fairs.

PSU facilitated the hiring process for all positions within the Police Department and assisted with internal transfers and promotional processes. PSU worked closely with the Human Resources Division and the PIO to develop recruitment strategies and marketing techniques.

Hiring Processes, Promotions & Applicant Demographics

In 2019, 174 people applied to be sworn police officers with the City of Wheat Ridge. This is an 89% decrease from 2018 (1,152), a 78% decrease from 2017 (807), and a 32% decrease from 2016 (257) applicants.

The decrease in applicants is not specific to the Wheat Ridge Police Department; it is an epidemic that is impacting law enforcement organizations nationwide. According to the article Three Areas of Consideration for Solving the Recruitment Challenges, (Shawn Walker, *The Police Chief Online*, October 24, 2018) areas of concern were "tighter budgets, the effect of social media on the perception of law enforcement, and the lack of qualified people applying." *Note: Providing gender/ethnicity information is not required during the application process.*

The percentages detailed below are of the total information available.

- 75% of the applicants were men
- 25% of the applicants were women
- 69% of the applicants were Caucasian
- 5% of the applicants were African-American
- 17% of the applicants were Hispanic
- 5% of the applicants were Asian/Pacific Islander
- 0% of the applicants were American Indian
- 4% of the applicants identified as "Other"

During 2019, the Department did not hire any lateral police officers; however, 15 recruit police officers were hired. The demographics for those hired in 2019, were four Caucasian females, one African American male, one Hispanic male, and nine Caucasian males.

In 2019, a Commander's hiring process was held for internal and external candidates. One external female candidate was selected to fill the position.

Due to attrition, a Sergeant's Assessment Center process was held in 2019. Two internal male candidates were selected to fill two open sergeant's positions. A sergeant's promotion list will be in effect until June 2020.

The former Police Chief of 14 years retired in July of 2019. The City Manager's Office conducted a nationwide Police Chief search. After careful vetting, panel interviews, a community forum, interviews by the City Manager with candidate's agency command and community members, and community and staff surveys, a qualified candidate was selected in early 2020.

Department and Community Demographics

The City of Wheat Ridge is a Home Rule municipality located in Jefferson County Colorado. Wheat Ridge is a western suburb of Denver. The Wheat Ridge Police Department strives to achieve staffing demographically aligned with our service community. The most recent data regarding demographics in Wheat Ridge is found in the 2018 estimate provided by the U.S.

Census Bureau. While these are the estimated demographics of the city residents in 2018, these statistics do not include the individuals traveling through, commuting to, or temporarily residing in Wheat Ridge. For this reason, caution should be used when directly comparing Wheat Ridge resident demographics to police employee demographics.

The 2018, United States Census Bureau showed that Caucasian men and women make up 89% of the Wheat Ridge population. At the end of 2019, the Wheat Ridge Police Department consisted of 94% Caucasian officers.

Hispanic officers accounted for 3.0% of the department's sworn staff at the end of 2019; whereas, the service population is approximately 21 % Hispanic. African-American officers accounted for 1.5% of the department's sworn staff at the end of 2019; whereas, the service population is approximately 0.8%.

The Department employed one Asian officer (1.5%) in 2019; whereas the service population is approximately 1.72% of the Wheat Ridge population. The Department did not employ American Indian/Alaska Native officers in 2019. The Department employed one Middle Eastern officer (1%).

The above data fluctuated slightly throughout 2019 due to attrition.