

POLICE DEPARTMENT SWORN POSITIONS	
as of 7-25-22	
TITLE	NUMBER of FILLED POSITIONS
CHIEF OF POLICE	1
DEPUTY CHIEF OF POLICE	2
POLICE CAPTAIN	5
POLICE LIEUTENANT	16
POLICE OFFICER	294
POLICE OFFICER RECRUIT	2
POLICE OFFICER TRAINEE	14
POLICE SERGEANT	57
Total Sworn Positions	391

MEMORANDUM

February 15, 2018

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: ERIC JONES, CHIEF OF POLICE

SUBJECT: 2017 ANNUAL EQUAL EMPLOYMENT REPORT

Introduction

The Stockton Police Department reports that in 2017, the overall percentage of underrepresented groups employed by the Department increased by one percent. The percentage of Black and Native American/Alaskan employees remained the same as in 2016. There was a one percent increase in the percentage of Hispanic and Asian/OPI employees and a one percent decrease in the number of employees who were Two or More Races. The overall percentage of female employees decreased from 30% in 2016 to 29% in 2017.

The 2016 Annual Report identified the Police Department's goal in 2017 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department. The Department planned on achieving this goal by continuing targeted and local recruitment and hiring strategies designed to develop a qualified employee base that more closely mirrors the diverse population of the City of Stockton.

During 2017, the Department continued to work extensively on our recruiting and hiring process toward achieving our goals. The immediate and long-term strategies to increase diversity in our Departmental hiring have already been implemented and are ongoing. Although modest, the increases reported in the overall percentage of underrepresented employees follows four years of similar increases, reflecting these ongoing efforts.

The Department continued to provide training in diversity and equal employment in order to ensure a workplace that is free of harassment and discrimination, thereby increasing worker morale and retention.

Organizational Structure and Responsibilities

MISSION STATEMENT

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

The Stockton Police Department is divided into two Bureaus, which are each managed by a Deputy Chief of Police who reports directly to Chief of Police Eric Jones. Deputy Chief of Police Rick Salsedo heads the Logistics Bureau and Deputy Chief of Police Trevor Womack heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

Under the Operations Bureau, Captain Aaron Rose commands the Field Operations Division, Captain James Chraska commands the Investigations Division, and Captain Scott Meadors commands the Special Operations Division.

The Field Operations Division is responsible for responding to calls-for-service made by citizens, initial investigations, and other duties typically handled by a patrol officer. The Investigations Division is responsible for most criminal follow-up and gang suppression efforts, as well as running Operation Ceasefire. The Special Operations Division is responsible for Traffic enforcement, Police Department deployment during special events, Strategic Operations, Neighborhood Services, and the Neighborhood Blitz Team.

Under the Logistics Bureau, Captain Antonio Sajor commands the Technical Services Division, which includes Records, Telecommunications, Crime Analysis, Information Technology, Evidence Identification, and the Property Room.

Captain Tom Jernigan commands the Administrative Services Division, which includes Personnel, Training, Animal Services, Volunteers in Police Service, Facility and Fleet Maintenance, the Chaplaincy Program, the Cadet Program, the Reserve Officer Program and the volunteer Sentinel Program.

The Professional Standards Section, Planning and Fiscal Affairs Unit, Public Information Officer, Chief of Staff, and Legal Advisor all report directly to Chief Jones. (Please see Attachment "A" for the Police Department Organizational Chart.)

Workforce Composition

As of December 31, 2017, the Stockton Police Department was made up of 445 sworn and 206 civilian members, for a total of 651 full-time employees. In comparison, at the end of 2016, we had 417 sworn members and 198 civilian members, for a total of 615 full-time employees. This represents a net increase of 36 employees in 2017. The Stockton Police Department has 713 full-time budgeted allocated positions, including 40 vacant sworn positions and 22 vacant civilian positions.

The tables on the next page show the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees, and the 2010 census populations for both Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	461	71%	1058	69%	142,925	49%	341,230	50%
Female	190	29%	466	31%	148,782	51%	344,076	50%
Total	651	100%	1524	100%	291,707	100%	685,306	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	379	58%	874	57%	66,836	23%	246,025	36%
Black	26	4%	85	6%	33,507	12%	48,657	7%
Hispanic	178	27%	371	24%	117,590	40%	266,584	39%
Asian/OPI	56	9%	162	11%	61,945	21%	97,999	14%
Native American/Alaskan	5	1%	15	1%	1,237	0%	3,427	1%
Two or More Races	7	1%	17	1%	0	0%	0	0%
Other	0	0%	0	0%	10,592	4%	22,614	3%
Total	651	100%	1524	100%	291,707	100%	685,306	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 228 civilian support employees. The Personnel Section continues to work hard to fill all of the vacant positions within the Department with a diverse workforce.

In 2017, the Police Department hired 78 sworn officers, 70 of those hired are male and eight are female. Of the males, 37 are White, 23 are Hispanic, six are Asian/OPI, two are Black, and two are Two or More Races. Of the eight females, three are White, four are Hispanic, and one is Native American/Alaskan. We also hired 20 full-time civilian support employees, 11 of which are female and nine are male. Of the females, six are White, two are Asian/OPI, two are Hispanic, and one is Two or More Races. Of the males, five are White, two are Hispanic, and two are Asian/OPI.

The Department lost 50 sworn officers in 2017 (compared to 53 in 2016); 28 of these were newly-hired officers who resigned or did not pass their probation. In addition, eight tenured officers resigned to work at other police departments, 11 officers retired due to reaching retirement age or because of a disability, one officer resigned to enlist in full-time military service, one officer passed away not in the line of duty, and one officer was terminated. There were 13 full-time, civilian support employees who also left the Department in 2017; seven resigned and six retired. Of the 63 employees who left the Department in 2017, 46 were male and 17 were female; 38 were White, 15 were Hispanic, six were Asian/OPI, two were Black, one was Native American/Alaskan, and one was Two or More Races.

As previously stated, the Department saw a one percent increase in the total percentage of underrepresented groups (those belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan and Two or More Races ethnic groups) employed by the Police Department in 2017 compared to 2016. This was reflected by a one percent increase in the number of Hispanic employees and a one percent increase in the number of Asian/OPI employees. There was a corresponding one percent decrease in the percentage of White employees (58% in 2017 compared to 59% in 2016) and a one percent decrease in the percentage of employees who are Two or More Races. The percentage of female employees decreased by 1% in 2017.

Overall, the number of underrepresented employees within the Police Department is one percent less than it is for all City employees at 43%, a two percent drop from 2016.

In 2017, the Department promoted 15 employees to new positions. Of these employees, two were female and 13 were male; nine were White, four were Hispanic, and two were Asian/OPI.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) as compared to the previous year.

	2017				2016			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	78	70%	301	56%	70	72%	278	56%
Black	2	2%	24	4%	1	1%	24	5%
Hispanic	23	20%	155	29%	19	20%	141	28%
Asian/OPI	7	6%	49	9%	5	5%	46	9%
Native American	1	1%	4	1%	1	1%	5	1%
Two or More Races	1	1%	6	1%	1	1%	7	1%
Total	112	100%	539	100%	97	100%	501	100%

In 2017, we saw a two percent increase in the percentage of supervisors belonging to underrepresented ethnic groups. The increase was reflected by a one percent increase in the percentage of Black supervisors and a one percent increase in the percentage of Asian/OPI supervisors. The percentage of Hispanic, Native American and Two or More Races remained unchanged. There was a corresponding two percent decrease in the percentage of White supervisors.

Professional and Diversity Training

During 2017, the Stockton Police Department continued to provide training in diversity and equal employment to all Department employees to ensure a workplace that is free of harassment and discrimination. All new employees receive a two-hour block of training regarding our policy on discrimination and harassment (General Order I-2) and the City's policy (Directive HR-15) during their orientation. The policy is also reviewed twice annually

with all employees by their supervisors, and this training is documented in their performance or training logs.

The new employee training is also now being given to all new volunteers, including Sentinels, VIPS, Junior Cadets, and Chaplains.

In addition to this, AB 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment, as well as biennial training for all supervisors, including Field Training Officers. This training also includes abusive conduct and workplace violence recognition and prevention. The Department Equal Employment Opportunity Officer coordinates and schedules this training for all supervisors in the Department.

Recruitment Efforts

As noted above, there was a slight decrease in the number of sworn officers who left the Department in 2017, compared to 2016. Due to our ongoing recruitment efforts, we were still able to produce a net increase of 28 sworn officers, an increase from 2016.

Although the Police Department recognizes that it continues to be underrepresented concerning employees belonging to the Black, Hispanic, and Asian/OPI ethnic groups, our ongoing hiring and recruitment strategies will give us a continued opportunity to recruit, train, and retain a more diversified employee base that better represents the diversity of the city we serve.

The Department continues to operate a robust and diverse recruiting team. Our Department recruiting team now has 24 members with 13 members from the underrepresented population groups. Our recruitment team attends events all over the State of California and across the nation, focusing on events that are likely to pull more qualified applicants from underrepresented groups.

In 2017, the Department recruiting team attended 153 events in an effort to recruit all classifications of police officers, including lateral officers from other agencies, police academy graduates, and trainees (non-sworn, entry-level officers with no police academy training or previous law enforcement experience). This is a significant increase from 2016 when the team attended 111 recruiting events. Noted events attended by the team include:

- African American Education Conference
- California Military Transition Center Career Fairs
- Stockton's HIREevent
- Stockton Black Family Day
- Diversity in Law Enforcement Careers in Sacramento, CA
- El Concilio Community Meetings
- Chinese New Year Celebration in Stockton, CA
- Cambodian New Year Celebration in Stockton, CA

- The Women in Law Enforcement Job Fair
- Multiple NAACP hosted community events
- Community Events hosted by the local chapter of the National Organization of Black Law Enforcement Executives (NOBLE)

These events, among many others, give us an ongoing opportunity to focus our recruiting on a more diverse applicant pool that may otherwise not consider a career in law enforcement. Recruitment team members also follow up on interest cards submitted through these events to build relationships with potential applicants, to help them through the hiring and testing process. The events hosted by the local chapters of the NAACP and NOBLE give us an opportunity to engage members of these communities in a way that we would not otherwise be able to.

The Police Department has continued to employ several immediate and long-term strategies to increase diversity in our Departmental hiring. The strategies included proactively engaging underrepresented applicants throughout the hiring process, forming and strengthening partnerships within the underrepresented communities through the ongoing implementation of Principled Policing, and our participation in the National Initiative for Building Community Trust and Justice.

The Department also set benchmarks to be measured at six-month intervals to help gauge our progress and stay on track for implementing our ongoing recruitment strategies and goals. The benchmarks, continued from 2016, and the corresponding results are listed below:

- Hold fewer tests for the trainee position
 - Hiring is regulated by the City Charter and Civil Service Commission, requiring an eligibility list. Testing was being done too often, causing the merging of lists which continually pushed lower-testing applicants who were still eligible to the bottom of the list, as opposed to exhausting a single list of qualified applicants. The Department did not hold a trainee test in 2017, ensuring the entire list of qualified applicants were given the opportunity to enter the background process before a new list was established.
 - The last trainee test was held on Saturday, January 27, 2018.
 - The trainee test is given on a Saturday, reducing conflicts with class and occupation schedules, thereby decreasing no-show rates.
- Hold three or more orientations for each test for Police Trainee
 - The Department hosted ten testing orientation sessions in 2017 in preparation for the trainee position to be opened, up from seven in 2016. At each orientation, the testing process was explained, recruiting was conducted, and applications were accepted onsite via internet-connected iPads. A practice physical agility course was given and recruiters answered questions and coached the potential candidates. These orientations are especially helpful for female and smaller-statured candidates who traditionally have difficulty

completing the wall-climb and dummy-drag portions of the course. The orientations give them training strategies to later be successful on testing day. The goal of the orientation sessions is to help increase the number of candidates in attendance who pass the physical and written tests and move forward in the hiring process.

- Work with the Career Pathway Alliance and the Public Safety Academy for K-12 students.
 - The Public Safety Academy was opened in August 2016. The goal of the Public Safety Academy is to provide a career pathway for local students to become local police officers.
 - The curriculum is focused on the Six Pillars of character, increasing the likelihood that students will pass background checks in the future. The curriculum also addresses health and wellness.
 - The Academy is a joint venture with the Stockton Police Department, Stockton Unified School District, San Joaquin Delta College, the California Highway Patrol, and the San Joaquin County Sheriff's Office.
 - The Academy initially began with grades 5-8 and will add a new grade level each year as students progress all the way through 12th grade.
 - Department recruiting team members work alongside academy staff to recruit students for the Public Safety Academy. They will also be recruiting students for future sworn positions in the Department.
 - The students enrolled in the Public Safety Academy represent the diversity within the City of Stockton and is a long-term strategy to recruit officers who reflect that diversity as well.

- Focus Recruiting via Volunteer Opportunities
 - The Department operates an adult volunteer program (Sentinels) and continues to operate the Junior Cadet program. These programs give potential applicants an opportunity to become familiar with Law Enforcement and establish a pathway into a full-time career. Out of the current Sentinels, 63% are female and 75% belong to an underrepresented group. These numbers reflect the future recruitment opportunities and better reflect Stockton's diversity.

The Stockton Police Department also continues to advertise to a more ethnically diverse demographic. This includes continued advertising in two online magazines, *Saludos Hispanos*, which focuses on Hispanic employment opportunities, and *The Cause*, reaching out to the Black community. These both contain links directing viewers to the City of Stockton job application website and the JoinSPD.com recruiting webpage.

The recruiting team has also started to attend small, targeted recruiting events hosted by local groups such as El Concilio, NAACP, and NOBLE, specifically organized to present the Stockton Police Department and our career opportunities to members of these communities.

The Stockton Police Department is also advertising with the National Organization of Black Law Enforcement Executives (NOBLE), on both the national and San Francisco Chapter websites. In addition to the QR codes placed on all police vehicles and the vehicle WRAP placed on the primary recruiting vehicle, the Department has placed recruiting advertisements on five large windows at the Stockton Arena.

Summary

In 2017, the Police Department saw a one percent increase in the overall percentage of underrepresented employees within the Department. While this percentage remains smaller when compared to the populations of the City and County, progress is still being made. The Department also experienced a two percent increase in the percentage of underrepresented supervisors in 2017.

We have continued to be successful in our short-term recruiting strategies that were outlined in last year's report by proactively engaging underrepresented applicants throughout the hiring process and increasing our attendance at recruiting events held by underrepresented groups. The smaller community meetings that have been organized by our community partners, such as the NAACP and NOBLE, have given us a unique opportunity to recruit from these groups in a smaller setting, where their questions and concerns can be addressed. Our long-term recruiting strategies, such as the Public Safety Academy and implementation of our adult volunteer programs will give us increased opportunities to hire a workforce that contains a higher percentage of underrepresented groups, ensuring we fill our vacant positions with a workforce that better reflects the community we serve.

Our goal for 2018 is to continue to develop a qualified employee base that closely mirrors the diverse population of the City of Stockton. In order to improve the relative percentages of underrepresented groups employed by the Department, we will continue our emphasis on targeted, local recruitment and advertising to underrepresented groups. We will continue to monitor our progress as we work toward our goals for next year.


ERIC JONES
CHIEF OF POLICE

EJ:JS:vs

Attachment

Stockton Police Department

CHIEF OF POLICE
Eric Jones

Legal Advisor
Susana Wood

Public Information Office
Officer Joseph Silva

Chief of Staff
Lieutenant Eric Kane

Fiscal Affairs & Planning
Director Erin Mettler

Professional Standards
Lieutenant Joshua Dobernick

EEO Officer
Sergeant Jonathan Swain

OPERATIONS BUREAU
DEPUTY CHIEF OF POLICE
Trevor Womack

LOGISTICS BUREAU
DEPUTY CHIEF OF POLICE
Rick Salsedo

FIELD OPERATIONS DIVISION
Captain Aaron Rose

TECHNICAL SERVICES DIVISION
Captain Antonio Sajor

Watch Commanders
Lieutenant Tina Talamantes
Lieutenant Sean Johansen
Lieutenant Scott Gravette

Lieutenant Toby Will
Lieutenant Kevin Smith
Lieutenant Larry Lane

SPECIAL OPERATIONS DIVISION
Captain Scott Meadors

Traffic & Events Section
Lieutenant Travis Diguilio

Strategic Operations Section
(N) Lieutenant Richard Ridenour
(S) Lieutenant Augustin Telly

Neighborhood Services Section
Police Services Mgr. Peter Lemos

INVESTIGATIONS DIVISION
Captain James Chraska

**Crimes Against Persons/
Property Section**
Lieutenant Grant Bedford

Special Investigations Section
Lieutenant Kathryn Nance

Ceasefire Section
Lieutenant Ivan Rose

Community Response Team
Lieutenant Timothy Swails

Evidence & Records
Police Services Mgr.
Matthew Meadows

Property Room
Sup. Baudelio Pena

Analytics & Communications
Police Services Mgr.
Brandy Thomas

Records Section
Sup. Lorena Quiroz
Sup. Rhonda Winkler

Telecommunications Center
Sup. Robert Applegate
Sup. Kim Washington
Sup. Diana Mendes-Zuniga
Sup. Anthony Garza
Sup. Chris Sutter
Sup. VACANT

Evidence/Identification Section
Sup. Darren Antonovich
Sup. Mardy Beggs-Cassin

Crime Analysis
Sup. VACANT

ADMINISTRATIVE SERVICES DIVISION
Captain Tom Jerrigan

Personnel Section
Lieutenant Rodney Rego

Training Section
Lieutenant Michael Reynosa

Animal Services Section
Police Services Mgr.
Phillip Zimmernan

Effective January 9, 2018

Stockton Police Department Programs and Special Units

PIO / Crimestoppers
Off. Joseph Silva

CHIEF OF POLICE

National Initiative / Community Advisory Board / SPARS
Lt. Eric Kane

S.W.A.T.
Lt. Ivan Rose

OPERATIONS BUREAU
DEPUTY CHIEF OF POLICE

LOGISTICS BUREAU
DEPUTY CHIEF OF POLICE

INVESTIGATIONS
DIVISION CAPTAIN

ADMINISTRATIVE SERVICES
DIVISION CAPTAIN

Automated License Plate Reader (ALPR)
Lt. Timothy Swails

METRO Narcotics
Lt. Kathryn Nance

Auto Theft Award
Lt. Grant Bedford

Multi-Agency Gang Task Force
Lt. Kathryn Nance

Community Corrections Partnership Task Force
Lt. Kathryn Nance

FBI Task Force
Lt. Kathryn Nance

Crimefree Multi-Family Housing
Lt. Richard Ridenour

School Resource Officers
Lt. Richard Ridenour

RTD, HUD Contract Officers
Lt. Augustin Telly

Homeless/Transient
Lt. Augustin Telly

Bicycle Officer Program
Lt. Augustin Telly

Neighborhood/ Business Watch
Lt. Richard Ridenour

Special Events
Lt. Travis Diguilio

CSO Liaison
Lt. Augustin Telly

Neighborhood Blitz Team
Lt. Richard Ridenour

Emerg. Serv. Unit/Mobile Command Post (ESUMCP)
Lt. Travis Diguilio

Mental Health Liaison
Lt. Richard Ridenour

SPECIAL OPERATIONS
DIVISION CAPTAIN

TECHNICAL SERVICES
DIVISION CAPTAIN

Patrol Rifle
Lt. Ivan Rose

Critical Incident Inv. (CII)
Lt. Toby Will

Explosive Ordnance Disposal (EOD) Team
Lt. Kevin Smith

Taser
Lt. Timothy Swails

Mobile Field Force (MFF)
Lt. Grant Bedford

Crisis Negotiations Team (CNT)
Lt. Tina Talamantes

Transportation Officers
Lt. Sean Johansen

Mobile Field Force (MFF)
Lt. Grant Bedford

Crisis Negotiations Team (CNT)
Lt. Tina Talamantes

Mounted Patrol Unit (MPU)
Lt. Richard Ridenour

Air Support
Lt. Richard Ridenour

Chaplaincy
Sr. Chaplain Jesse Kenyon

Honor Guard
Lt. Kevin Smith

Reserve Officers
Tom Cantrell

Cadets
Lt. Rodney Rego

Sentinels
Lt. Rodney Rego

EVOC
Lt. Michael Reynosa

Historians
Lt. Rodney Rego

Field Training Officer (FTO)
Lt. Michael Reynosa

Peer Support Team
Lt. Rodney Rego

Volunteers in Police Services (VIPS)
Becky Plath

Radio
Police Services Mgr
Matthew Meadows

Shotspotter
Police Services Mgr
Matthew Meadows

City Camera
Police Services Mgr
Brandy Thomas

Automatic License Plate Reader
Lt. Timothy Swails

Body Cameras
Lt. Grant Bedford

Automatic Vehicle Locator
Lt. Tina Talamantes

Mobile Data Computers (MDC)
Lt. Scott Gravette

MEMORANDUM

February 27, 2019

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: ERIC JONES, CHIEF OF POLICE

SUBJECT: 2018 ANNUAL EQUAL EMPLOYMENT REPORT

Introduction

The Stockton Police Department reports that in 2018, the overall percentage of underrepresented groups employed by the Department increased by one percent. The percentage of Native American/Alaskan employees and employees belonging to two or more races remained the same as in 2017. There was a one percent increase in the percentage of Black and Hispanic employees and a one percent decrease in the number of Asian employees. The overall percentage of female employees increased from 29 percent in 2017 to 30 percent in 2018.

The 2017 Annual Report identified the Police Department's goal in 2018 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department to better reflect the diversity of the City of Stockton. The Department planned to meet this continued goal by maintaining our emphasis on targeted, local recruitment and advertising to underrepresented groups in publications likely to reach this demographic.

During 2018, the Department continued to work extensively on our recruiting and hiring process toward achieving our goals. The Department has ongoing short- and long-term strategies aimed at increasing diversity within our workforce. The Department has steadily increased the percentage of employees belonging to underrepresented groups over the last five years.

The Department continued to provide training in diversity and equal employment in order to ensure a workplace that is free of harassment and discrimination, thereby increasing worker morale and retention.

Organizational Structure and Responsibilities

MISSION STATEMENT

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

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Police Jim Chraska heads the Logistics Bureau, and Deputy Chief of Police Trevor Womack heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

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The tables on the next page show the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees, and the 2010 census populations for both Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
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Native American/Alaskan	4	1%	15	1%	1,237	0%	3,427	1%
Two or More Races	6	1%	19	1%	0	0%	0	0%
Other	0	0%	0	0%	10,592	4%	22,614	3%
Total	668	100%	1556	100%	291,707	100%	685,306	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 228 civilian support employees. The Personnel Section has continued to work hard to fill the vacant positions within the Department with a diverse workforce.

In 2018, the Police Department hired 66 sworn officers, 59 of those hired are male, and seven are female. Of the males, 31 are White, 22 are Hispanic, four are Asian/OPI, and two are Black. Of the seven females, five are White, one is Hispanic, and one is Black. We also hired 13 full-time civilian support employees, 12 of which are female and one who is male. Of the females, four are Black, four are White, two are Asian/OPI, and two are Hispanic. The male who was hired is Hispanic.

The Department lost 44 sworn officers in 2018 (compared to 50 in 2017); 28 of these were newly-hired officers who resigned or did not pass their probation. In addition, five tenured officers resigned to work at other police departments, ten officers retired due to reaching retirement age or because of a disability, and one tenured officer resigned. There were 23 full-time, civilian support employees who also left the Department in 2018: 17 resigned, three resigned to work at another City Department and three retired. Of the 67 employees who left the Department in 2018, 49 were male, and 18 were female; 42 were White, 17 were Hispanic, four were Black, two were Asian/OPI, two were Native American/Alaskan.

As previously stated, the Department saw a one percent increase in the total percentage of underrepresented groups (those belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan and Two or More Races ethnic groups) employed by the Police

Department in 2018 compared to 2017. This was reflected by a one percent increase in the number of Black and Hispanic employees and a one percent decrease in the number of Asian/OPI employees. There was a corresponding one percent decrease in the percentage of White employees (57% in 2018 compared to 58% in 2017). The percentage of female employees increased by 1% in 2018.

Overall, the number of underrepresented employees within the Police Department is one percent less than it is for all City employees at 44%, a one percent increase from 2017.

In 2018, the Department promoted 15 employees to new positions. Of these employees, two were female and 13 were male; 11 were White, two were Hispanic, one was Black, and one was Asian/OPI.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2018 as compared to the previous year.

	2018				2017			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	82	70%	301	54%	78	70%	301	54%
Black	3	3%	27	5%	2	2%	24	5%
Hispanic	23	20%	164	29%	23	20%	155	27%
Asian/OPI	7	6%	51	10%	7	6%	49	9%
Native American	1	1%	3	1%	1	1%	4	1%
Two or More Races	0	0%	6	1%	1	1%	6	1%
Total	116	100%	552	100%	112	100%	539	100%

In 2018, the percentage of supervisors belonging to underrepresented ethnic groups remained flat. There was a one percent increase in the percentage of Black supervisors and a one percent decrease in the percentage of supervisors belonging to Two or More Races. The percentage of Hispanic, Native American/Alaskan and Asian/OPI supervisors remained unchanged. The Department also reports that out of the 116 supervisors, 91 are male and 25 are female, 78% and 22% respectively.

Professional and Diversity Training

During 2018, the Stockton Police Department continued to provide training in diversity and equal employment to all Department employees in order to ensure a workplace that is free of harassment and discrimination. All new employees receive a two-hour block of training regarding our policy on discrimination and harassment (General Order I-2) and the City's policy (Directive HR-15) during their orientation. The policy is also reviewed twice annually with all employees by their supervisors, and this training is documented in their performance or training logs.

The new employee training is also now being given to all new volunteers, including Sentinels, VIPS, Junior Cadets, and Chaplains.

In addition to this, AB 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment, as well as biennial training for all supervisors, including Field Training Officers. This training also includes abusive conduct and workplace violence recognition and prevention. The Department Equal Employment Opportunity Officer coordinates and schedules this training for all supervisors in the Department.

Recruitment Efforts

As noted above, there was a decrease in the number of sworn officers who left the Department in 2018, compared to 2017. This is the second year in a row that there was a decrease in the number of departures. Due to our ongoing recruitment efforts, we were able to produce a net increase of 22 sworn officers.

Although the Police Department recognizes that it continues to be underrepresented concerning employees belonging to the Black, Hispanic, and Asian/OPI ethnic groups, our ongoing hiring and recruitment strategies will give us a continued opportunity to recruit, train, and retain a more diversified employee base that better represents the diversity of the city we serve. The long-term recruitment strategies should yield significant results in years to come.

The department continues to operate a robust and diverse recruiting team. Our Department recruiting team now has 24 members, with 14 members from the underrepresented population groups. Our recruitment team attends events all over the State of California, focusing on events that target qualified applicants from underrepresented groups.

In 2018, the Department recruiting team attended 133 events in an effort to recruit all classifications of police officers, including lateral officers from other agencies, police academy graduates, and trainees (non-sworn, entry-level officers with no police academy training or previous law enforcement experience). This reflects an average of 11 recruiting events per month being attended by recruiting team members. Noted events attended by the team include:

- African American Chamber of Commerce Multi-Cultural Festival
- California Military Transition Center Career Fairs
- Stockton Black Family Day
- Diversity in Law Enforcement Careers in Sacramento, CA
- El Concilio Community Job Fair
- Stockton Cinco de Mayo Parade
- Chinese New Year Celebration in Stockton, CA
- Cambodian New Year Celebration in Stockton, CA
- The Women in History Job Fair at San Joaquin Delta College

- Multiple NAACP-hosted community events:
 - Dr. Martin Luther King Jr. Run and Festival
 - Juneteenth Celebration
 - The NAACP Youth Summit
- The Stockton Sikh Festival
- The Stockton PRIDE Festival
- Multiple Department-sponsored events in the City of Stockton

These events, among many others, give us an ongoing opportunity to focus our recruiting on a more diverse applicant pool that may otherwise not consider a career in law enforcement. Recruitment team members also follow up on interest cards submitted through these events to build relationships with potential applicants, in order to help them through the hiring and testing process. The events hosted by the local chapter of the NAACP gives us an opportunity to engage members of these communities in a way that we would not otherwise be able to.

The Police Department has continued several immediate and long-term strategies to increase diversity in our Departmental hiring. The strategies included proactively engaging underrepresented applicants throughout the hiring process, forming and strengthening partnerships within the underrepresented communities through the ongoing implementation of Principled Policing, and our participation in the National Initiative for Building Community Trust and Justice.

The Department has set continued benchmarks to be measured at six-month intervals to help gauge our progress and stay on track for implementing our ongoing recruitment strategies and goals. The benchmarks, continued from 2017, and the corresponding results are listed below:

- Hold fewer testing sessions for the trainee position.
 - Hiring is regulated by the City Charter and Civil Service Commission, requiring an eligibility list. Testing was being done too often, causing the merging of lists which continually pushed lower-testing applicants who were still eligible to the bottom of the list, as opposed to exhausting a single list of qualified applicants. The Department held two trainee tests in 2018, allowing enough time between the two tests to evaluate possible qualified candidates.
 - Both trainee tests were given on a weekend, ensuring there would be less conflict with school or work schedules, thereby decreasing no-show rates among qualified applicants.
- Hold three or more orientations for each test for Police Trainee.
 - The Department hosted eleven testing orientation sessions in 2018 in preparation for trainee position testing, up from ten in 2017. At each orientation, the testing process was explained, recruiting was conducted, and applications were accepted onsite via internet-connected iPads. A practice physical agility course was given, and recruiters answered questions and

coached the prospective candidates. These orientations are especially helpful for female and smaller-statured candidates who traditionally have difficulty completing the wall-climb and dummy drag portions of the course. The orientations give them training strategies in order to later be successful on testing day. The goal of the orientation sessions is to help increase the number of candidates in attendance who successfully pass the physical and written tests and move on in the hiring process.

- Work with the Career Pathway Alliance and the Public Safety Academy for K-12 students.
 - The Public Safety Academy was opened in August 2016. The goal of the Public Safety Academy is to provide a career pathway for local students to become officers at area Law Enforcement agencies.
 - The curriculum is focused on the Six Pillars of character, giving students a solid foundation that will help ensure they are able to pass future background checks related to law enforcement careers.
 - The Academy is a joint venture with the Stockton Police Department, Stockton Unified School District, Delta College, the California Highway Patrol, and the San Joaquin County Sheriff's Office.
 - The Academy initially began with grades 5-8 and has been adding one grade each year as the original students progress through their high school careers. The Academy currently has students in grades 5-10.
 - Our Department recruiting team members attend Academy events and work alongside the instructors to recruit future sworn members from the ranks of the Academy.
 - The students enrolled in the Public Safety Academy represent the diversity within the City of Stockton more than the Department itself and is a long-term strategy to recruit officers who reflect that diversity.

- Focuses Recruiting via Volunteer Opportunities
 - The Department operates an adult volunteer program called the Sentinels in addition to continuing to operate the Junior Cadet program. These programs give an opportunity for potential applicants to become familiar with Law Enforcement and establish a pathway into a full-time career. Of the current Sentinels volunteering in the program, the majority are female and members of underrepresented groups. These numbers reflect the future recruitment opportunities and better reflect Stockton's diversity.

The Department has set up this career pathway, from the Public Safety Academy to graduating and having a volunteer opportunity in the Sentinel program while they are not yet old enough to apply to be a Police Officer. These volunteer opportunities create a partnership between the Department and the individual Sentinel, increasing the chance they will apply for and get hired by the Stockton Police Department in the future.

The Stockton Police Department also continues to advertise to an ethnically diverse demographic. This included continued advertising in two online magazines, *Saludos*

Hispanos, which focuses on Hispanic employment opportunities, and *The Cause*, reaching out to the Black community. These both contain links directing viewers to the City of Stockton job application website and the JoinSPD.com recruiting webpage.

The recruiting team has also started to attend small, targeted recruiting events hosted by local groups such as El Concilio and the NAACP, specifically organized to present the Stockton Police Department and our career opportunities to members of these communities.

The Stockton Police Department is also advertising with the National Organization of Black Law Enforcement Executives (NOBLE), on both the national and Central Valley Chapter websites. In addition to the QR codes placed on all police vehicles and the vehicle WRAP placed on the primary recruiting vehicle, the Department has placed recruiting advertisements on five large windows at the Stockton Arena.

Also beginning in 2018, the Department began advertising at the Spanos Center on the electronic marquee. This advertisement is visible during all indoor sporting events and has been visible on multiple nationally televised events at the Center.

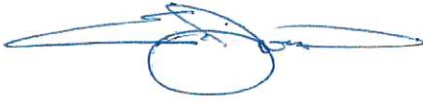
Summary

In 2018, the Police Department saw a one percent increase in the overall percentage of underrepresented employees within the Department. While the overall percentage of employees belonging to underrepresented groups remains smaller when compared to the populations of the City and County, steady progress is still being made. The Department also experienced a one percent increase in the percentage of Black supervisors in 2018.

We have continued to be successful in our short-term recruiting strategies that were outlined in last year's report by proactively engaging underrepresented applicants throughout the hiring process and continuing our attendance at recruiting events hosted by underrepresented groups. The smaller community meetings that have been organized by our community partners, such as the NAACP, have given us an opportunity to recruit from these groups in a smaller setting, where their questions and concerns can be addressed directly. Our long-term recruiting strategies, such as the Public Safety Academy and implementation of our adult volunteer programs will give us a lifelong pathway from grade school through employment and give us an increased opportunity to hire a workforce that contains a higher percentage of underrepresented groups, ensuring we fill our vacant positions with a workforce that better reflects the community we serve.

As we have approached our authorized strength of 485 officers, hiring will slow to maintaining our workforce through normal turnover. This will give us an opportunity to further focus our recruiting and develop a qualified employee base that closely mirrors the diverse population of the City of Stockton. In order to improve the relative percentages of underrepresented groups employed by the Department, we will continue our emphasis on targeted, local recruitment and advertising to underrepresented groups. We will continue to monitor our progress as we work toward our goals for next year.

Civil Service/Equal Employment Commission
February 27, 2019
Page 9

A handwritten signature in blue ink, appearing to read "ERIC JONES", with a large, stylized flourish underneath.

ERIC JONES
CHIEF OF POLICE

EJ:JS:vs

Attachment

Stockton Police Department

ATTACHMENT A

CHIEF OF POLICE
Eric Jones

Legal Advisor
John Luebberke

Public Information Office
Officer Joseph Silva

Chief of Staff
Lieutenant Eric Kane

Fiscal Affairs & Planning
Director Erin Mettler

Professional Standards
Lieutenant Joshua Doberneck

EEO Officer
Sergeant Jonathan Swain

S.W.A.T.
Lt. Scott Graviette

OPERATIONS BUREAU
DEPUTY CHIEF OF POLICE
Trevor Womack

LOGISTICS BUREAU
DEPUTY CHIEF OF POLICE
Jim Chraska

FIELD OPERATIONS DIVISION
Captain Ivan Rose

Watch Commanders

Lieutenant Tina Talamantes Lieutenant Sean Johansen
Lieutenant Kevin Smith Lieutenant Larry Lane
Lieutenant Kenny Pham Lieutenant Richard Ridenour
Lieutenant Craig Smith

SPECIAL OPERATIONS DIVISION
Captain Scott Meadors

Traffic & Events Section
Lieutenant Travis Digiulio

Strategic Operations Section
(N) Lieutenant Scott Graviette
(S) Lieutenant Augustin Telly

Neighborhood Services Section
Police Services Manager
Peter Lemos

INVESTIGATIONS DIVISION
Captain Aaron Rose

**Crimes Against Persons/
Property Section**
Lieutenant Grant Bedford

Special Investigations Section
Lieutenant Kathryn Nance

Ceasefire Section
Lieutenant Timothy Swails

TECHNICAL SERVICES DIVISION
Captain Antonio Sajor

Evidence, Records, & Analytics
Police Services Manager
Matthew Meadows

Communications
Police Services Manager
Brandy Thomas

Property Room
Sup. Baudelio Pena

Telecommunications Section
Sup. Robert Applegate
Sup. Kim Washington
Sup. Diana Mendes-Zuniga
Sup. Anthony Garza
Sup. Christopher Sutter
Sup. Veronica Hulburt

Records Section
Sup. Lorena Quiroz
Sup. Rhonda Winkler

Evidence/Identification Section
Sup. Darren Antonovich
Sup. Mardy Beggs-Cassin

Crime Analysis Section
Sup. Christina Gregorius

ADMINISTRATIVE SERVICES DIVISION
Captain Tom Jernigan

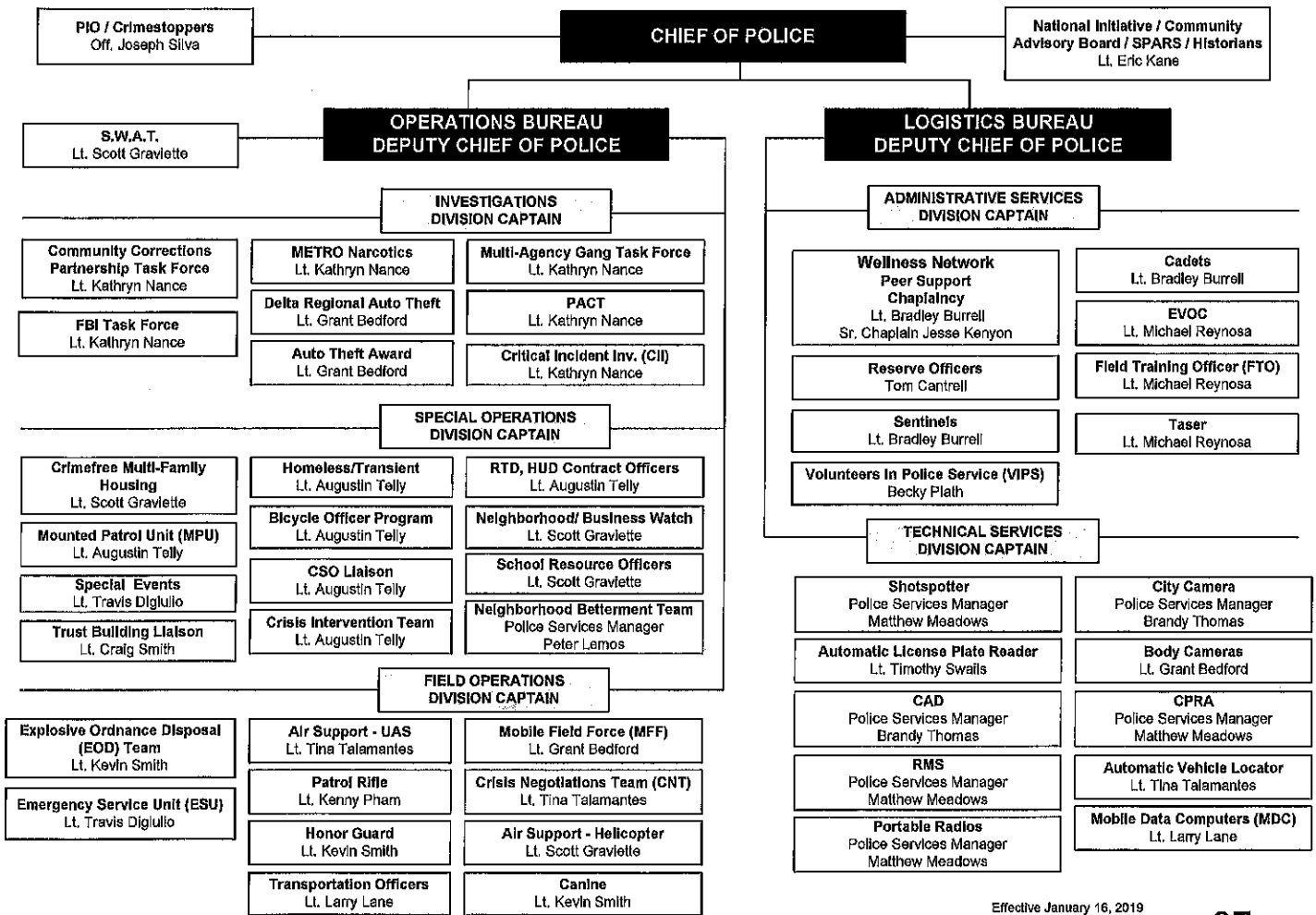
Personnel Section
Lieutenant Bradley Burrell

Training Section
Lieutenant Michael Reynosa

Animal Services Section
Police Services Manager
Phillip Zimmerman

Effective January 16, 2019

Stockton Police Department Programs and Special Units



Effective January 16, 2019

MEMORANDUM

February 20, 2020

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: ERIC JONES, CHIEF OF POLICE

SUBJECT: 2019 ANNUAL EQUAL EMPLOYMENT REPORT

Introduction

The Stockton Police Department reports that in 2019, the overall percentage of underrepresented groups employed by the Department increased by one percent. The percentage of Black employees, Native American/Alaskan employees, Hispanic employees, and employees belonging to two or more races remained the same as in 2018. There was a one percent increase in the percentage of Asian/OPI employees. The overall percentage of female and male employees remained the same as in 2018.

The 2018 Annual Report identified the Police Department's goal in 2019 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department to better reflect the diversity of the City of Stockton. The Department planned to meet this continued goal by maintaining our emphasis on targeted, local recruitment and advertising to underrepresented groups in publications likely to reach this demographic.

During 2019, the Department continued to work extensively on our recruiting and hiring process toward achieving our goals. The Department has ongoing short- and long-term strategies aimed at increasing diversity within our workforce. The Department has steadily increased the percentage of employees belonging to underrepresented groups over the last five years.

The Department continued to provide training in diversity and equal employment in order to ensure a workplace that is free of harassment and discrimination, thereby increasing worker morale and retention.

Organizational Structure and Responsibilities

MISSION STATEMENT

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

The Stockton Police Department is divided into two Bureaus, which are each managed by a Deputy Chief of Police who reports directly to Chief of Police Eric Jones. Deputy Chief of Police Jim Chraska heads the Logistics Bureau and Deputy Chief of Police Trevor Womack

heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

Under the Operations Bureau, Captain Ivan Rose commands the Field Operations Division, Captain Eric Kane commands the Investigations Division, and Captain Kathryn Nance commands the Special Operations Division.

The Field Operations Division is responsible for responding to calls-for-service made by citizens, initial investigations, and other duties typically handled by a patrol officer. The Investigations Division is responsible for most criminal follow-up and gang suppression efforts as well as running Operation Ceasefire. The Special Operations Division is responsible for Traffic enforcement, Police Department deployment during special events, Strategic Operations, Neighborhood Services, and the Neighborhood Betterment Team.

Under the Logistics Bureau, Captain Michael Reynosa commands the Technical Services Division, which includes Records, Telecommunications, the Crime Information Center, Information Technology, Evidence Identification, and the Property Room.

Captain Antonio Sajor commands the Administrative Services Division, which includes Personnel, Training, Animal Services, Volunteers in Police Service, Facility and Fleet Maintenance, the Chaplaincy Program, the Cadet Program, the Reserve Officer Program, and the volunteer Sentinel Program.

The Professional Standards Section, Fiscal Affairs and Planning, Public Information Officer, Chief of Staff, and Legal Advisor all report directly to Chief Jones. (Please see Attachment "A" for the Police Department Organizational Chart.)

Workforce Composition

As of December 31, 2019, the Stockton Police Department was made up of 461 sworn and 204 civilian members, for a total of 665 full-time employees. In comparison, at the end of 2018, we had 467 sworn members and 201 civilian members, for a total of 668 full-time employees. This represents a net decrease of three employees in 2019. The Stockton Police Department has 711 full-time budgeted allocated positions, including 24 vacant sworn positions and 22 vacant civilian positions.

The tables on the next page show the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees, and the 2010 census populations for both Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	468	70%	1042	68%	142,925	49%	341,230	50%
Female	197	30%	498	32%	148,782	51%	344,076	50%
Total	665	100%	1540	100%	291,707	100%	685,306	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	376	56%	840	54%	66,836	23%	246,025	36%
Black	30	5%	92	6%	33,507	12%	48,657	7%
Hispanic	190	28%	407	26%	117,590	40%	266,584	39%
Asian/OPI	58	9%	165	11%	61,945	21%	97,999	14%
Native American/Alaskan	3	1%	11	1%	1,237	0%	3,427	1%
Two or More Races	8	1%	25	2%	0	0%	0	0%
Other	0	0%	0	0%	10,592	4%	22,614	3%
Total	665	100%	1540	100%	291,707	100%	685,306	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 226 civilian support employees. The Personnel Section has continued to work hard to fill the vacant positions within the Department with a diverse workforce.

In 2019, the Police Department hired 61 sworn officers, 55 of those hired are male, and six are female. Of the males, 29 are White, 19 are Hispanic, four are Asian/OPI, and three are Black. Of the six females, two are White, two are Hispanic, and two are Asian/OPI. We also hired 22 full-time civilian support employees, 13 of which are female and nine who are male. Of the females, one is Black, nine are White, and three are Hispanic. Of the nine males who were hired, two are Black, two are White, three are Hispanic, and two are Asian/OPI.

The Department lost 69 sworn officers in 2019 (compared to 44 in 2018); 19 of these were newly-hired officers who resigned or did not pass their probation. In addition, 19 tenured officers resigned to work at other police departments, 24 officers retired due to reaching retirement age, or because of a disability, three tenured officers resigned, two officers were terminated, and two officers on probation voluntarily demoted to other positions. Of the officers that voluntarily demoted, one became a Community Service Officer (CSO), and the other went to Animal Services. There were 23 full-time, civilian support employees who also left the Department in 2019: 15 resigned, three resigned to work at another City Departments, two retired, and three were terminated. Of the 92 employees who left the

Department in 2019, 73 were male, and 19 were female; 52 were White, 22 were Hispanic, eight were Black, and ten were Asian/OPI.

As previously stated, the Department saw a one percent increase in the total percentage of underrepresented groups (those belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan and Two or More Races ethnic groups) employed by the Police Department in 2019 compared to 2018. This was reflected by a one percent increase in the number of Asian/OPI employees. There was a corresponding one percent decrease in the percentage of White employees (56% in 2019 compared to 57% in 2018). The percentage of female employees remained the same as in 2018.

Overall, the number of underrepresented employees within the Police Department (44%) is two percent less than it is for all City employees at 46%, a one percent increase from 2018 (43%).

In 2019, the Department promoted 28 employees to supervisor positions. Of these employees, six were female, and 22 were male; 21 were White, six were Hispanic, and one was Asian/OPI.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2019 as compared to the previous year.

	2019				2018			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	79	70%	297	54%	82	70%	301	54%
Black	3	3%	27	5%	3	3%	27	5%
Hispanic	23	20%	167	30%	23	20%	164	29%
Asian/OPI	8	7%	50	9%	7	6%	51	10%
Native American	0	0%	3	1%	1	1%	3	1%
Two or More Races	0	0%	8	1%	0	0%	6	1%
Total	113	100%	552	100%	116	100%	552	100%

In 2019, the percentage of supervisors belonging to underrepresented ethnic groups remained flat. There was a one percent increase in the percentage of Asian/OPI supervisors and a one percent decrease in the percentage of supervisors belonging to Native American/Alaskan. The percentage of Black, Hispanic, and Two or More Races supervisors remained unchanged. The Department also reports that out of the 113 supervisors, 86 are male, and 27 are female, 76% and 24% respectively.

Professional and Diversity Training

During 2019, the Stockton Police Department continued to provide training in diversity and equal employment to all Department employees in order to ensure a workplace that is free

of harassment and discrimination. All new employees receive a two-hour block of training regarding our policy on discrimination and harassment (General Order I-2) and the City's policy (Directive HR-15) during their orientation. The policy is also reviewed twice annually with all employees by their supervisors, and this training is documented in their performance or training logs.

The new employee training is also being given to all new volunteers, including Sentinels, VIPS, Junior Cadets, and Chaplains.

In addition to this, AB 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment, as well as biennial training for all supervisors, including Field Training Officers. This training also includes abusive conduct and workplace violence recognition and prevention. The Department Equal Employment Opportunity Officer coordinates and schedules this training for all supervisors in the Department.

Recruitment Efforts

As noted above, there was an increase in the number of sworn officers who left the Department in 2019, compared to 2018. This increase is mainly contributed to officers who resigned to work at other police departments (19 Officers in 2019 vs. five officers in 2018) and officers that retired due to reaching retirement age or because of a disability (24 Officers in 2019 vs. 10 Officers in 2018). At the end of 2019, we were down eight sworn officer positions compared to 2018. Our ongoing recruitment efforts will continue in 2020 to hire more sworn officers.

Although the Police Department recognizes that it continues to be underrepresented concerning employees belonging to the Black, Hispanic, and Asian/OPI ethnic groups, our ongoing hiring and recruitment strategies will give us a continued opportunity to recruit, train, and retain a more diversified employee base that better represents the diversity of the city we serve. The long-term recruitment strategies should yield significant results in years to come.

The department continues to operate a robust and diverse recruiting team. Our Department recruiting team has 26 members, with 14 members from the underrepresented population groups. Our recruitment team attends events all over the State of California, focusing on events that target qualified applicants from underrepresented groups.

In 2019, the Department recruiting team attended 141 events to recruit all classifications of police officers, including lateral officers from other agencies, police academy graduates, and trainees (non-sworn, entry-level officers with no police academy training or previous law enforcement experience). This reflects an average of almost 12 recruiting events per month being attended by recruiting team members. Noted events attended by the team include:

- California Military Transition Center Career Fairs
- Stockton Black Family Day
- Stockton Esquire Club Event
- Stockton Cinco de Mayo Parade & Festival
- Stockton Chinese New Year Celebration
- Multiple Stockton NAACP-hosted community events:
 - Freedom Day Celebration Parade
 - Dr. Martin Luther King, Jr. Run and Festival
 - The NAACP Youth Summit
- Stockton Sikh Parade and Festival
- Stockton PRIDE Festival
- Multiple Stockton PD-sponsored community events

These events, among many others, give us an ongoing opportunity to focus our recruiting on a more diverse applicant pool that may otherwise not consider a career in law enforcement. Recruitment team members also follow up on interest cards submitted through these events to build relationships with potential applicants in order to help them through the hiring and testing process. The events hosted by the local chapter of the NAACP gives us an opportunity to engage members of these communities in a way that we would not otherwise be able to do.

The Police Department has continued several immediate- and long-term strategies to increase diversity in our Departmental hiring. The strategies included proactively engaging underrepresented applicants throughout the hiring process, forming and strengthening partnerships within the underrepresented communities through the ongoing implementation of Principled Policing, and our participation in the National Initiative for Building Community Trust and Justice.

The Department has set continued benchmarks to be measured at six-month intervals to help gauge our progress and stay on track for implementing our ongoing recruitment strategies and goals. The benchmarks, continued from 2017, and the corresponding results are listed below:

- Hold fewer testing sessions for the trainee position.
 - Hiring is regulated by the City Charter and Civil Service Commission, requiring an eligibility list. Testing was being done too often, causing the merging of lists that continually pushed lower-testing applicants who were still eligible to the bottom of the list, as opposed to exhausting a single list of qualified applicants. The Department held two trainee tests in 2019, allowing enough time between the two tests to evaluate possible qualified candidates.
 - Both trainee tests were given on the weekend, ensuring there would be less conflict with school or work schedules, thereby decreasing no-show rates among qualified applicants.

- Hold three or more orientations for each test for Police Trainee.
 - The Department hosted three testing orientation sessions in 2019 in preparation for trainee position testing. At each orientation, the testing process was explained, recruiting was conducted, and applications were accepted onsite via internet-connected iPads. A practice physical agility course was given, and recruiters answered questions and coached the prospective candidates. These orientations are especially helpful for female and smaller-statured candidates who traditionally have difficulty completing the wall-climb and dummy drag portions of the course. The orientations give them training strategies in order to later be successful on testing day. The goal of the orientation sessions is to help increase the number of candidates in attendance who successfully pass the physical and written tests and move on in the hiring process.

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 - The Academy is a joint venture with the Stockton Police Department, Stockton Unified School District, Delta College, the California Highway Patrol, and the San Joaquin County Sheriff's Office.
 - The Academy initially began with grades 5-8 and had been adding one grade each year as the original students progress through their high school careers. The Academy currently has students in grades 5-11.
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 - The Department operates an adult volunteer program called the Sentinels in addition to continuing to operate the Junior Cadet program. These programs give an opportunity for potential applicants to become familiar with Law Enforcement and establish a pathway into a full-time career. Of the current Sentinels volunteering in the program, the majority are female and members of underrepresented groups. These numbers reflect the future recruitment opportunities and better reflect Stockton's diversity.

The Department has set up this career pathway, from the Public Safety Academy to graduating and having a volunteer opportunity in the Sentinel program while they are not yet old enough to apply to be a Police Officer. These volunteer opportunities create a partnership between the Department and the individual Sentinel, increasing the chance they will apply for and get hired by the Stockton Police Department in the future.

The Stockton Police Department also continues to advertise to an ethnically diverse demographic. This included continued advertising in two online magazines, *Saludos Hispanos*, which focuses on Hispanic employment opportunities, and *The Cause*, reaching out to the Black community. These both contain links directing viewers to the City of Stockton job application website and the *joinSPD.com* recruiting webpage.

The recruiting team continues to attend small, targeted recruiting events hosted by local groups such as El Concilio and the NAACP, specifically organized to present the Stockton Police Department and our career opportunities to members of these communities.

The QR codes remain on all police vehicles, and the primary recruiting vehicle has a highly visible specialty WRAP placed on it. The Department has recruiting advertisements on five large windows outside of the Stockton Arena and two lighted advertising panels inside of the arena, which are lit and visible at all indoor events.

Also, beginning in 2018, the Department started advertising at the Spanos Center on the electronic marquee. This advertisement is visible during all indoor sporting events and has been visible on multiple nationally televised events at the Center.

Summary

In 2019, the Police Department saw a one percent increase in the overall percentage of underrepresented employees within the Department. While the overall percentage of employees belonging to underrepresented groups remains smaller when compared to the populations of the City and County, steady progress is still being made. The Department also experienced a one percent increase in the percentage of Asian/OPI supervisors in 2019.

We have continued to be successful in our short-term recruiting strategies that were outlined in last year's report by proactively engaging underrepresented applicants throughout the hiring process and continuing our attendance at recruiting events hosted by underrepresented groups. The smaller community meetings that have been organized by our community partners, such as the NAACP, have given us an opportunity to recruit from these groups in a smaller setting where their questions and concerns can be addressed directly. Our long-term recruiting strategies, such as the Public Safety Academy and implementation of our adult volunteer programs will give us a lifelong pathway from grade school through employment and give us an increased opportunity to hire a workforce that contains a higher percentage of underrepresented groups, ensuring we fill our vacant positions with a workforce that better reflects the community we serve.

As we have approached our authorized strength of 485 officers, hiring will slow to maintaining our workforce through normal turnover. This will give us an opportunity to focus our recruiting further and develop a qualified employee base that closely mirrors the diverse population of the City of Stockton. In order to improve the relative percentages of underrepresented groups employed by the Department, we will continue our emphasis on targeted, local recruitment, and advertising to underrepresented groups. We will continue to monitor our progress as we work toward our goals for next year.



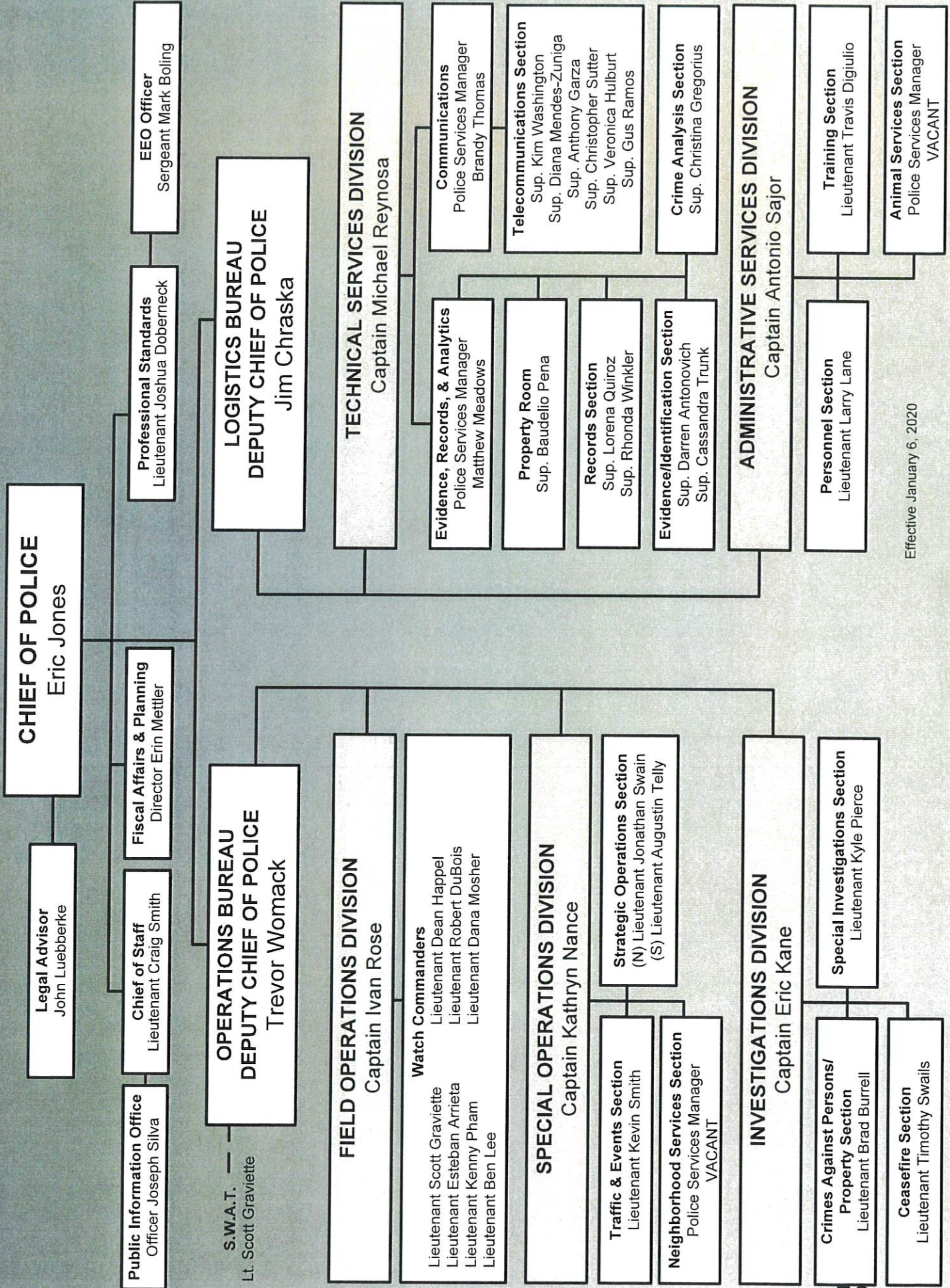
ERIC JONES
CHIEF OF POLICE

EJ:MB:pkh

Attachment

Stockton Police Department

ATTACHMENT A



Effective January 6, 2020

MEMORANDUM

February 24, 2021

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: ERIC JONES, CHIEF OF POLICE

SUBJECT: 2020 ANNUAL EQUAL EMPLOYMENT REPORT

Introduction

The Stockton Police Department reports that in 2020, the overall percentage of underrepresented groups employed by the Department remained flat. The percentage of Asian/OPI employees, Native American/Alaskan employees, and employees belonging to two or more races remained the same as in 2019. There was a two percent increase in the percentage of Hispanic employees, but a two percent decrease in the percentage of Black employees. The overall percentage of male employees increased by one percent and there was a corresponding one percent decrease of female employees as in 2019.

The 2019 Annual Report identified the Police Department's goal in 2020 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department to better reflect Stockton's diversity. The Department planned to meet this continued goal by maintaining our emphasis on targeted, local recruitment and advertising to underrepresented groups in publications likely to reach this demographic. Due to the unprecedented times of the COVID-19 pandemic, our recruitment and advertising efforts were affected.

During 2020, the pandemic was an obstacle, but the Department continued to work extensively on our recruiting and hiring process toward achieving our goals. The Department has ongoing short- and long-term strategies aimed at increasing diversity within our workforce. The Department had steadily increased the percentage of employees belonging to underrepresented groups the previous five years but remained flat in 2020.

The Department continued to provide training in diversity and equal employment to ensure a workplace that is free of harassment and discrimination, thereby increasing worker morale and retention. The training is now offered online. The COVID-19 guidelines have challenged in-person training, but the online training has allowed us to continue our training for all employees and supervisors.

Organizational Structure and Responsibilities

MISSION STATEMENT

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

The Stockton Police Department is divided into two Bureaus, which are each managed by a Deputy Chief of Police who report to Assistant Chief of Police Jim Chraska, who reports to Chief of Police Eric Jones. Deputy Chief of Police Kathryn Nance heads the Logistics Bureau, and Deputy Chief of Police Eric Kane heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

Under the Operations Bureau, Captain Ivan Rose commands the Field Operations Division, Captain Travis DiGiulio commands the Investigations Division, and Captain Joshua Doberneck commands the Special Operations Division.

The Field Operations Division is responsible for responding to calls-for-service made by citizens, initial investigations, and other duties typically handled by a patrol officer. The Investigations Division is responsible for most criminal follow-up and gang suppression efforts as well as running Operation Ceasefire. The Special Operations Division is responsible for Traffic enforcement, Police Department deployment during special events, Strategic Operations, Neighborhood Services, and the Neighborhood Betterment Team.

Under the Logistics Bureau, Captain Michael Reynosa commands the Technical Services Division, which includes Records, Telecommunications, the Crime Information Center, Information Technology, Evidence Identification, and the Property Room.

Captain Antonio Sajor commands the Administrative Services Division, which includes Personnel, Training, Recruiting and Hiring, Animal Services, Volunteers in Police Service, Facility and Fleet Maintenance, the Chaplaincy Program, the Cadet Program, the Reserve Officer Program, and the volunteer Sentinel Program.

The Professional Standards Section and the Public Information Office report to Assistant Chief Jim Chraska. Fiscal Affairs and Planning reports to Deputy Chief Kathryn Nance, and The Legal Advisor reports directly to Chief Eric Jones. (Please see Attachment "A" for the Police Department Organizational Chart.)

Workforce Composition

As of December 31, 2020, the Stockton Police Department was made up of 462 sworn and 190 civilian members, for a total of 652 full-time employees. In comparison, at the end of 2019, we had 461 sworn members and 204 civilian members, for a total of 665 full-time employees. This represents a net decrease of 13 employees in 2020. The Stockton Police Department has 712 full-time budgeted allocated positions, including 23 vacant sworn positions and 37 vacant civilian positions.

The tables on the next page show the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees, and the 2010 census populations for both Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	461	71%	1055	67%	142,925	49%	341,230	50%
Female	191	29%	514	33%	148,782	51%	344,076	50%
Total	652	100%	1569	100%	291,707	100%	685,306	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	364	56%	829	53%	66,836	23%	246,025	36%
Black	21	3%	89	5%	33,507	12%	48,657	7%
Hispanic	196	30%	438	28%	117,590	40%	266,584	39%
Asian/OPI	61	9%	176	11%	61,945	21%	97,999	14%
Native American/Alaskan	3	1%	11	1%	1,237	0%	3,427	1%
Two or More Races	7	1%	26	2%	0	0%	0	0%
Other	0	0%	0	0%	10,592	4%	22,614	3%
Total	652	100%	1569	100%	291,707	100%	685,306	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 227 civilian support employees. The Personnel Section has continued to work hard to fill the vacant positions within the Department with a diverse workforce.

In 2020, the Police Department hired 49 sworn officers, 43 of those hired are male, and six are female. Of the males, 14 are White, 19 are Hispanic, seven are Asian/OPI, and three are Black. Of the six females, one is White, three are Hispanic, and two are Asian/OPI. We also hired 13 full-time civilian support employees, 11 of which are female and two who are male. Of the females, four are White, three are Hispanic, two are Asian, and two are Two or More Races. Of the two males who were hired, they are both Hispanic.

The Department lost 48 sworn officers in 2020 (compared to 69 in 2019); 30 of these were newly hired officers who resigned or did not pass their probation. In addition, 13 tenured officers resigned to work at other police departments, and five officers retired due to reaching retirement age, or because of a disability. There were 27 full-time, civilian support employees who also left the Department in 2020: 17 resigned, one transferred to work at another City Department, eight retired, and one was terminated. Of the 75 employees who left the Department in 2020, 51 were male, and 24 were female; 33 were White, 26 were Hispanic, 11 were Black, and five were Asian/OPI.

As previously stated, the Department remained the same for the total percentage of underrepresented groups (those belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan, and Two or More Races ethnic groups) employed by the Police Department in 2020 compared to 2019. This was reflected by a two percent increase in the number of Hispanic employees, but a two percent decrease in the number of Black employees. All other categories remained the same. The percentage of female employees decrease by one percent in 2020 (30% in 2019 to 29% in 2020).

Overall, the number of underrepresented employees within the Police Department (44%) is three percent less than it is for all City employees at 47%. This gap grew by one percent, as the underrepresented employees for the City increased by one percent in 2020 (46% in 2019 to 47% in 2020), and the Police Department remained the same.

In 2020, the Department promoted 17 employees to supervisor positions. Of these employees, four were female, and 13 were male; 12 were White, and five were Hispanic.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2020 as compared to the previous year.

	2020				2019			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	81	68%	283	53%	79	70%	297	54%
Black	1	1%	20	4%	3	3%	27	5%
Hispanic	29	24%	167	31%	23	20%	167	30%
Asian/OPI	8	7%	53	10%	8	7%	50	9%
Native American	0	0%	3	1%	0	0%	3	1%
Two or More Races	0	0%	7	1%	0	0%	8	1%
Total	119	100%	533	100%	113	100%	552	100%

In 2020, the percentage of supervisors belonging to underrepresented ethnic groups increased by two percent. There was a four percent increase in the percentage of Hispanic supervisors. There was a two percent decrease in the percentage of Black supervisors and a two percent decrease of White supervisors. The percentage of Asian/OPI, Native American/Alaskan, and Two or More Races supervisors remained unchanged. The Department also reports that out of the 119 supervisors, 89 are male, and 30 are female, 75% and 25% respectively.

Professional and Diversity Training

During 2020, the Stockton Police Department continued to provide training in diversity and equal employment to all Department employees to ensure a workplace that is free of harassment and discrimination. All new employees receive a two-hour block of training

regarding our policy on discrimination and harassment (General Order I-2) and the City's policy (Directive HR-15) during their orientation. The policy is also reviewed twice annually with all employees by their supervisors, and this training is documented in their performance or training logs.

The new employee training is also being given to all new volunteers, including Sentinels, VIPS, Junior Cadets, and Chaplains.

SB 1343 requires mandatory Harassment and Discrimination Prevention training for all non-supervisory employees and for any new employees within six months of their start date, and biennial training thereafter.

In addition to this, AB 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment, as well as biennial training for all supervisors, including Field Training Officers. This training for all employees (non-supervisors and supervisors) also includes abusive conduct and workplace violence recognition and prevention.

The Department Equal Employment Opportunity Officer coordinates and schedules this training for all employees, including supervisors in the Department. Due to the COVID-19 Pandemic, this training has evolved to online-based training for all employees, including supervisors and managers.

Recruitment Efforts

As noted above, there was a decrease in the number of sworn officers who left the Department in 2020, compared to 2019. Officers who resigned to work at other police departments decreased (13 Officers in 2020 vs. 19 officers in 2019) and officers that retired due to reaching retirement age or because of a disability also decreased (five Officers in 2020 vs. 24 Officers in 2019). At the end of 2020, we were up one sworn officer position compared to 2019. Our ongoing recruitment efforts will continue in 2021 to hire more sworn officers.

Although the Police Department recognizes that it continues to be underrepresented concerning employees belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan and Two or More Races ethnic groups, our ongoing hiring and recruitment strategies will give us a continued opportunity to recruit, train, and retain a more diversified employee base that better represents the diversity of the city we serve. The long-term recruitment strategies should yield significant results in years to come.

The Department continues to operate a robust and diverse recruiting team. Our Department recruiting team has 27 members, with 15 members from the underrepresented population groups. Our recruitment team typically attends well over 100 events a year, throughout the Community and the State of California. In 2020, the occurrence of the COVID-19 pandemic drastically cut that number to 13 events attended, and nine of those were virtual events.

The listed events below are the notable events that were attended by the Recruitment Team:

- Stockton NAACP-hosted community events:
 - Freedom Day Celebration Parade
- Stockton PRIDE Festival (Virtual)
- Two Stockton PD-sponsored community events

These events, among many others, give us an ongoing opportunity to focus our recruiting on a more diverse applicant pool that may otherwise not consider a career in law enforcement. Recruitment team members also follow up on interest cards submitted through these events to build relationships with potential applicants in order to help them through the hiring and testing process. The events hosted by the local chapter of the NAACP gives us an opportunity to engage members of these communities in a way that we would not otherwise be able to do.

The Police Department has continued several immediate-and long-term strategies to increase diversity in our Departmental hiring. The strategies included proactively engaging underrepresented applicants throughout the hiring process, forming, and strengthening partnerships within the underrepresented communities through the ongoing implementation of Principled Policing, and our participation in the National Initiative for Building Community Trust and Justice.

The Department has set continued benchmarks to be measured at six-month intervals to help gauge our progress and stay on track for implementing our ongoing recruitment strategies and goals. The benchmarks, continued from 2017, and the corresponding results are listed below:

- Hold fewer testing sessions for the trainee position.
- We held the following three Police Officer Trainee tests:
 - January 18, 2020 - we hosted the written PELLET-B exam with a physical abilities test.
 - May 3, 2020 - was a T-score Submission Test. Applicants submitted a previously obtained T-score. We were not able to reserve a venue due to social distancing regulations.
 - October 5, 2020 - we hosted the written PELLET-B exam, without a physical abilities test. We did not feel we could host a physical ability test safely, due to COVID-19 concerns. This test occurred on a weekday. We allotted two test times on this day, a morning and late afternoon session to accommodate the applicant's request.
 - Hiring is regulated by the City Charter and Civil Service Commission, requiring an eligibility list. Testing was being done too often, causing the merging of lists

that continually pushed lower-testing applicants who were still eligible to the bottom of the list, as opposed to exhausting a single list of qualified applicants.

- Normally we would hold three or more orientations for each test for Police Trainee, but due to COVID-19 social distancing requirements, we were unable to host any orientations.
- Work with the Career Pathway Alliance and the Public Safety Academy for K-12 students.
 - The Public Safety Academy was opened in August 2016. The goal of the Public Safety Academy is to provide a career pathway for local students to become officers at area Law Enforcement agencies.
 - The curriculum is focused on the Six Pillars of Character, giving students a solid foundation that will help ensure they are able to pass future background checks related to law enforcement careers.
 - The Academy is a joint venture with the Stockton Police Department, Stockton Unified School District, Delta College, the California Highway Patrol, and the San Joaquin County Sheriff's Office.
 - The Academy initially began with grades 5-8 and has been adding one grade each year as the original students progress through their high school careers. The Academy currently has students in grades 5-11.
 - Our Department recruiting team members attend Academy events and work alongside the instructors to recruit future sworn members from the ranks of the Academy.
 - The students enrolled in the Public Safety Academy represent the diversity within the City of Stockton more than the Department itself and is a long-term strategy to recruit officers who reflect that diversity.
- Focuses Recruiting via Volunteer Opportunities
 - The Department operates an adult volunteer program called the Sentinels in addition to continuing to operate the Junior Cadet program. These programs give an opportunity for potential applicants to become familiar with Law Enforcement and establish a pathway into a full-time career. Of the current Sentinels volunteering in the program, the majority are female and members of underrepresented groups. These numbers reflect the future recruitment opportunities and better reflect Stockton's diversity.

The Department has set up this career pathway, from the Public Safety Academy to graduating and having a volunteer opportunity in the Sentinel program while they are not yet old enough to apply to be a Police Officer. These volunteer opportunities create a

partnership between the Department and the individual Sentinel, increasing the chance they will apply for and get hired by the Stockton Police Department in the future.

The Stockton Police Department also continues to advertise to an ethnically diverse demographic. This includes continued advertising in two online magazines, *Saludos Hispanos*, which focuses on Hispanic employment opportunities, and *The Cause*, reaching out to the Black community. These both contain links directing viewers to the City of Stockton job application website and the *joinSPD.com* recruiting webpage.

Additionally, the City of Stockton Human Resources and Stockton PD Recruiting joined "Handshake," a college focused career center. Local colleges and colleges across the Nation have access to this resource.

Stockton PD Recruiting also has joined the Law Enforcement Applicant Development Program, which is in partnership with the National Organization of Black Law Enforcement Executives (NOBLE), Stockton Unified School District, and San Joaquin County Sheriff's Office. This program develops and mentors young people interested in law enforcement career fields. The program focuses on curriculum to navigate students through high school years (14-18 years old) and associated volunteer efforts (cadets, explorers, etc.). The program also prepares interested candidates who are 19-25 years old with the application, testing, and with the background investigation process.

The QR codes remain on all police vehicles, and the primary recruiting vehicle has a highly visible specialty WRAP placed on it. The Department has recruiting advertisements on five large windows outside of the Stockton Arena and two lighted advertising panels inside of the arena, which are lit and visible at all indoor events.

Also, beginning in 2018, the Department started advertising at the Spanos Center on the electronic marquee. This advertisement is visible during all indoor sporting events and has been visible on multiple nationally televised events at the Center.

Summary

In 2020, the Police Department's overall percentage of underrepresented employees within the Department remained the same. While the overall percentage of employees belonging to underrepresented groups remains smaller when compared to the populations of the City and County, steady progress is still being made. The Department also experienced a four percent increase in the percentage of Hispanic supervisors in 2020, but a two percent decrease in Black supervisors.

We have continued to be successful in our short-term recruiting strategies that were outlined in last year's report by proactively engaging underrepresented applicants throughout the hiring process and continuing our attendance at recruiting events hosted by underrepresented groups. The smaller community meetings that have been organized by our community partners, such as the NAACP, have given us an opportunity to recruit from

these groups in a smaller setting where their questions and concerns can be addressed directly. Our long-term recruiting strategies, such as the Public Safety Academy and implementation of our adult volunteer programs will give us a lifelong pathway from grade school through employment and give us an increased opportunity to hire a workforce that contains a higher percentage of underrepresented groups, ensuring we fill our vacant positions with a workforce that better reflects the community we serve.

As we continue to approach our authorized strength of 485 officers, hiring will eventually slow to maintaining our workforce through normal turnover. This will give us an opportunity to focus our recruiting further and develop a qualified employee base that closely mirrors the diverse population of the City of Stockton. In order to improve the relative percentages of underrepresented groups employed by the Department, we will continue our emphasis on targeted, local recruitment, and advertising to underrepresented groups. We will continue to monitor our progress as we work toward our goals for next year.

A handwritten signature in black ink, appearing to read "ERIC JONES", with a large, stylized flourish underneath.

ERIC JONES
CHIEF OF POLICE

EJ:MB:pkh

Attachment

Stockton Police Department

ATTACHMENT A

CHIEF OF POLICE
Eric Jones

ASSISTANT CHIEF OF POLICE
Jim Chraska

Legal Advisor
John Lueberke

Public Information Office
Officer Joseph Silva

Professional Standards
Lieutenant Jonathan Swain

EEO Officer
Sergeant Mark Boling

OPERATIONS BUREAU
DEPUTY CHIEF OF POLICE
Eric Kane

S/W/A T
Lt. Scott Graviette

LOGISTICS BUREAU
DEPUTY CHIEF OF POLICE
Kathryn Nance

Fiscal Affairs & Planning
Director Jeanetta McDonald

FIELD OPERATIONS DIVISION
Captain Ivan Rose

Watch Commanders
Lieutenant Scott Graviette
Lieutenant Esteban Arrieta
Lieutenant Gary Benevides
Lieutenant Augustin Telly

TECHNICAL SERVICES DIVISION
Captain Michael Reynosa

Communications
Police Services Manager
Brandy Thomas

SPECIAL OPERATIONS DIVISION
Captain Joshua Doberneck

Traffic & Events Section
Lieutenant Craig Smith

Neighborhood Services Section
Police Services Manager
Almarosa Vargas

Strategic Operations Section
Lieutenant Kenny Pham
Lieutenant Kevin Smith

INVESTIGATIONS DIVISION
Captain Travis DiGiulio

**Crimes Against Persons/
Property Section**
Lieutenant Brad Burrell

Ceasefire Section
Lieutenant Timothy Swails

Special Investigations Section
Lieutenant Kyle Pierce

Evidence, Records, & Analytics
Police Services Manager
Matthew Meadows

Property Room
Sup. Baudelio Pena

Records Section
Sup. Lorena Quiroz
Sup. Rhonda Winkler

Evidence/Identification Section
Sup. Cassandra Trunk
Sup. Victoria Farrow

Telecommunications Center
Sup. Kim Washington
Sup. Diana Mendes-Zuniga
Sup. Anthony Garza
Sup. Christopher Suttler
Sup. Veronica Hulburt
Sup. Gus Ramos

Crime Analysis Section
Sup. Christina Gregorius

ADMINISTRATIVE SERVICES DIVISION
Captain Antonio Sajor

Personnel Section
Lieutenant Larry Lane

Training Section
Lieutenant Ben Lee

Animal Services Section
Police Services Manager
Beth Vesco-Mock

Effective November 1, 2020

MEMORANDUM

February 17, 2022

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: JIM CHRASKA, INTERIM CHIEF OF POLICE

SUBJECT: **2021 ANNUAL EQUAL EMPLOYMENT REPORT**

Introduction

The Stockton Police Department reports that in 2021, the overall percentage of underrepresented groups employed by the Department increased by two percent. The percentage of Asian/OPI employees, and employees belonging to two or more races remained the same as in 2020. There was a two percent increase in the percentage of Hispanic employees, and a one percent increase in the percentage of Black employees, but a one percent decrease in the percentage of Native American/Alaskan employees. The overall percentage of male employees and female employees remained flat as in 2020.

The 2020 Annual Report identified the Police Department's goal in 2021 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department to better reflect Stockton's diversity. The Department planned to meet this continued goal by maintaining our emphasis on targeted, local recruitment and advertising to underrepresented groups in publications likely to reach this demographic.

During 2021, the pandemic was still a challenge, but the Department continued to work extensively on our recruiting and hiring process toward achieving our goals. The Department has ongoing short- and long-term strategies aimed at increasing diversity within our workforce. Other than 2020 (remained flat), the Department has steadily increased the percentage of employees belonging to underrepresented groups the previous five years.

The Department continued to provide training in diversity and equal employment to all employees, to ensure a workplace that is free of harassment and discrimination. This training is now offered online. The COVID-19 guidelines still had challenged in-person training, but the online training option has allowed us to continue our training for all employees and supervisors.

Organizational Structure and Responsibilities

MISSION STATEMENT

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

The Stockton Police Department is divided into two Bureaus, which are each managed by a Deputy Chief of Police who report to Interim Chief of Police Jim Chraska. Deputy Chief of Police Kathryn Nance heads the Logistics Bureau, and Deputy Chief of Police Eric Kane heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

Under the Operations Bureau, Captain Ivan Rose commands the Field Operations Division, Captain Travis DiGiulio commands the Investigations Division, and Captain Joshua Doberneck commands the Special Operations Division.

The Field Operations Division is responsible for responding to calls-for-service made by citizens, initial investigations, and other duties typically handled by a patrol officer. The Investigations Division is responsible for most criminal follow-up and gang suppression efforts as well as running Operation Ceasefire. The Special Operations Division is responsible for Traffic enforcement, Police Department deployment during special events, Strategic Operations, Neighborhood Services, and the Neighborhood Betterment Team.

Under the Logistics Bureau, Captain Jonathan Swain commands the Technical Services Division, which includes Records, Telecommunications, the Crime Information Center, Information Technology, Evidence Identification, and the Property Room.

Captain Antonio Sajor commands the Administrative Services Division, which includes Personnel, Training, Recruiting and Hiring, Animal Services, Volunteers in Police Service, Facility and Fleet Maintenance, the Chaplaincy Program, the Cadet Program, the Reserve Officer Program, and the volunteer Sentinel Program.

The Professional Standards Section, Public Information Office, and The Legal Advisor report to Interim Chief Jim Chraska. Fiscal Affairs and Planning reports to Deputy Chief Kathryn Nance. (Please see Attachment "A" for the Police Department Organizational Chart.)

Workforce Composition

As of December 31, 2021, the Stockton Police Department was made up of 424 sworn and 182 civilian members, for a total of 606 full-time employees. In comparison, at the end of 2020, we had 462 sworn members and 190 civilian members, for a total of 652 full-time employees. This represents a net decrease of 50 employees in 2021. The Stockton Police Department has 712 full-time budgeted allocated positions, including 61 vacant sworn positions and 49 vacant civilian positions.

The tables on the next page show the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees, and the 2019 census populations for both Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	326	54%	773	51%	59,410	19%	228,644	30%
Hispanic	196	32%	445	30%	134,738	43%	320,102	42%
Black	22	4%	84	6%	31,268	10%	54,825	7%
Asian/OPI	55	9%	160	11%	68,790	22%	121,944	16%
Native American/Alaskan	2	0%	8	1%	2,517	1%	2,336	0%
Two or More Races	5	1%	23	1%	12,832	4%	30,486	4%
Other	0	0%	6	0%	3,127	1%	3,811	1%
Total	606	100%	1499	100%	312,682	100%	762,148	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	432	71%	1008	67%	159,468	51%	381,074	50%
Female	174	29%	491	33%	153,214	49%	381,074	50%
Total	606	100%	1499	100%	312,682	100%	762,148	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 227 civilian support employees. The Personnel Section has continued to work hard to fill the vacant positions within the Department with a diverse workforce.

In 2021, the Police Department hired 28 sworn officers, 25 of those hired are male, and three are female. Of the males, nine are White, 13 are Hispanic, and three are Asian/OPI. Of the three females, one is White, one is Hispanic, and one is Asian/OPI.

We also hired 29 full-time civilian support employees, 22 of which are female and seven who are male. Of the females, 10 are White, nine are Hispanic, and three are Asian. Of the seven males who were hired, three are White, two are Hispanic, and two are Black.

The Department lost 66 sworn officers in 2021 (compared to 48 in 2020); 24 of these were newly hired officers who resigned or did not pass their probation. In addition, 19 tenured officers resigned to work at other police departments (compared to 13 in 2020), 19 (compared to five in 2020) officers retired due to reaching retirement age, or because of a disability, three officers were terminated, and one was killed in the line of duty.

There were 40 full-time, civilian support employees who also left the Department in 2021 (Compared to 27 in 2020): 20 resigned, five transferred to work at another City Department,

13 (compared to eight in 2020) retired, one was terminated, and one passed away (deceased).

Of the 106 employees who left the Department in 2021, 67 were male, and 39 were female; 59 were White, 27 were Hispanic, three were Black, 15 were Asian/OPI, one was American Indian/Alaskan, and one was Two or More Races.

As previously stated, the Department saw a two percent increase in the total percentage of underrepresented groups (those belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan, and Two or More Races ethnic groups) employed by the Police Department in 2021 compared to 2020. This was reflected by a two percent increase in the number of Hispanic employees, a one percent increase in Black employees, but a one percent decrease in the number of Native American/Alaskan employees. All other categories remained the same. The percentage of male and female employees remained the same as in 2020 (71% male and 29% female).

Overall, the number of underrepresented employees within the Police Department (46%) is three percent less than it is for all City employees at 49%. This gap remained the same as in 2020, as the underrepresented employees for the City increased by two percent in 2021 (47% in 2020 to 49% in 2021), and the Police Department increased by two percent.

In 2021, the Department promoted 13 employees to supervisor positions. Of these employees, seven were female, and six were male; five were White, six were Hispanic, and two were Asian.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2021 as compared to the previous year.

	2021				2020			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	78	66%	248	51%	81	68%	283	53%
Black	1	1%	21	4%	1	1%	20	4%
Hispanic	28	24%	168	34%	29	24%	167	31%
Asian/OPI	10	9%	45	9%	8	7%	53	10%
Native American	0	0%	2	1%	0	0%	3	1%
Two or More Races	0	0%	5	1%	0	0%	7	1%
Total	117	100%	489	100%	119	100%	533	100%

In 2021, the percentage of supervisors belonging to underrepresented ethnic groups increased by two percent. There was a two percent increase in the percentage of Asian/OPI supervisors. There was a two percent decrease of White supervisors, and the percentage of Black, Hispanic, Native American/Alaskan, and Two or More Races supervisors remained

unchanged. The Department also reports that out of the 117 supervisors, 87 are male, and 30 are female, 74% and 26% respectively.

Professional and Diversity Training

During 2021, the Stockton Police Department continued to provide training in diversity and equal employment to all Department employees to ensure a workplace that is free of harassment and discrimination. All new employees receive a two-hour block of training regarding our policy on discrimination and harassment (General Order I-2) and the City's policy (Directive HR-15) during their orientation. The policy is also reviewed twice annually with all employees by their supervisors, and this training is documented in their performance or training logs.

The new employee training is also being given to all new volunteers, including Sentinels, VIPS, Junior Cadets, and Chaplains.

SB 1343 requires mandatory Harassment and Discrimination Prevention training for all non-supervisory employees and for any new employees within six months of their start date, and biennial training thereafter.

In addition to this, AB 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment, as well as biennial training for all supervisors, including Field Training Officers. This training for all employees (non-supervisors and supervisors) also includes abusive conduct and workplace violence recognition and prevention.

The Department Equal Employment Opportunity Officer coordinates and schedules this training for all employees, including supervisors in the Department. This training has evolved to online-based training for all employees, including supervisors and managers.

Recruitment Efforts

As noted above, there was an increase in the number of sworn officers who left the Department in 2021, compared to 2020. Officers who resigned to work at other police departments increased (19 Officers in 2021 vs. 13 officers in 2020) and officers that retired due to reaching retirement age or because of a disability also increased (19 Officers in 2021 vs. five Officers in 2020). At the end of 2021, we were down 38 sworn officer positions compared to 2020. Our ongoing recruitment efforts will continue in 2022 to hire more sworn officers.

Although the Police Department recognizes that it continues to be underrepresented concerning employees belonging to the Black, Hispanic, Asian/OPI, Native American/Alaskan and Two or More Races ethnic groups, our ongoing hiring and recruitment strategies will give us a continued opportunity to recruit, train, and retain a more

diversified employee base that better represents the diversity of the city we serve. The long-term recruitment strategies should yield significant results in years to come.

The Department continues to operate a robust and diverse recruiting team. Our Department recruiting team has 27 members, with 13 members from the underrepresented population groups. Our recruitment team typically attends well over 100 events a year, throughout the Community and the State of California. In 2021, the occurrence of the COVID-19 pandemic drastically cut that number of events attended to 78, and 13 of those events were virtual events.

The listed events below are the notable events that were attended by the Recruitment Team:

- Stockton NAACP-hosted community events:
 - Juneteenth Celebration
 - L.E.A.D. Candidate Orientation
 - Stockton Black Family Day event was cancelled due to COVID-19
- Five Stockton PD-sponsored community events

These events, among many others, gives us an ongoing opportunity to focus our recruiting on a more diverse applicant pool that may otherwise not consider a career in law enforcement. Recruitment team members also follow up on interest cards submitted through these events to build relationships with potential applicants to help them through the hiring and testing process. The events hosted by the local chapter of the NAACP gives us an opportunity to engage members of these communities in a way that we would not otherwise be able to do.

The Police Department has continued several immediate-and long-term strategies to increase diversity in our Departmental hiring. The strategies included proactively engaging underrepresented applicants throughout the hiring process, forming, and strengthening partnerships within the underrepresented communities through the ongoing implementation of Principled Policing, and our participation in the National Initiative for Building Community Trust and Justice.

The Department has set continued benchmarks to be measured at six-month intervals to help gauge our progress and stay on track for implementing our ongoing recruitment strategies and goals. The benchmarks, continued from 2017, and the corresponding results are listed below:

- Hiring is regulated by the City Charter and Civil Service Commission, requiring an eligibility list. The Department held more testing sessions for the trainee position, due to a decrease in the applicant pool.
- We held the following four Police Officer Trainee tests:

- January 27, 2021 - we hosted the written PELLET-B exam, without a physical ability test. We did not feel we could host a physical ability test safely, due to COVID-19 concerns. This test occurred on a weekday. We allotted two test times on this day, a morning and late afternoon session to accommodate the applicant's request.
- May 12, 2021 - we hosted the written PELLET-B exam, without a physical ability test. We did not feel we could host a physical ability test safely, due to COVID-19 concerns. This test occurred on a weekday.
- August 21, 2021 & November 6, 2021 - we hosted the written PELLET-B exam with a physical ability test.
- We hosted a total of 17 virtual recruiting sessions, and eight in-person orientation sessions, prior to the Police Trainee test. COVID-19 social distancing requirements caused us to cancel one in-person orientation session.
- Work with the Career Pathway Alliance and the Public Safety Academy for K-12 students.
 - The Public Safety Academy was opened in August 2016. The goal of the Public Safety Academy is to provide a career pathway for local students to become officers at area Law Enforcement agencies.
 - The curriculum is focused on the Six Pillars of Character, giving students a solid foundation that will help ensure they are able to pass future background checks related to law enforcement careers.
 - The Academy is a joint venture with the Stockton Police Department, Stockton Unified School District, Delta College, the California Highway Patrol, and the San Joaquin County Sheriff's Office.
 - The Academy initially began with grades 5-8 and has been adding one grade each year as the original students progress through their high school careers. The Academy currently has students in grades 5-12. The Public Safety Academy held its first graduation on May 21, 2021, with all 17 students graduating.
 - Our Department recruiting team members attend Academy events and work alongside the instructors to recruit future sworn members from the ranks of the Academy.

- The students enrolled in the Public Safety Academy represent the diversity within the City of Stockton more than the Department itself and is a long-term strategy to recruit officers who reflect that diversity.
- Focuses Recruiting via Volunteer Opportunities
 - The Department operates an adult volunteer program called the Sentinels in addition to continuing to operate the Junior Cadet program. These programs give an opportunity for potential applicants to become familiar with Law Enforcement and establish a pathway into a full-time career. Of the current Sentinels volunteering in the program, the majority are female and members of underrepresented groups. These numbers reflect the future recruitment opportunities and better reflect Stockton's diversity.

The Department has set up this career pathway, from the Public Safety Academy to graduating and having a volunteer opportunity in the Sentinel program while they are not yet old enough to apply to be a Police Officer. These volunteer opportunities create a partnership between the Department and the individual Sentinel, increasing the chance they will apply for and get hired by the Stockton Police Department in the future.

The Stockton Police Department also continues to advertise to an ethnically diverse demographic. This includes continued advertising in two online magazines, *Saludos Hispanos*, which focuses on Hispanic employment opportunities, and *The Cause*, reaching out to the Black community. These both contain links directing viewers to the City of Stockton job application website and the *joinSPD.com* recruiting webpage.

In 2021 the Stockton Police Department Recruiters did radio recruiting messages on four different radio stations. These radio messages were aired prior to the Trainee testing.

Additionally, the City of Stockton Human Resources and Stockton Police Department Recruiting Team joined "Handshake," a college focused career center. Local colleges and colleges across the Nation have access to this resource.

Stockton Police Department Recruiting Team also has joined the Law Enforcement Applicant Development Program (L.E.A.D.), which is in partnership with the National Organization of Black Law Enforcement Executives (NOBLE), Stockton Unified School District, and San Joaquin County Sheriff's Office. This program develops and mentors young people interested in law enforcement career fields. The program focuses on curriculum to navigate students through the high school years (14-18 years old) and associated volunteer efforts (cadets, explorers, etc.). The program also prepares interested candidates who are 19-25 years old with the application, testing, and with the background investigation process.

The QR codes remain on all police vehicles, and the primary recruiting vehicle has a highly visible specialty WRAP placed on it. The Department has recruiting advertisements on five

large windows outside of the Stockton Arena and two lighted advertising panels inside of the arena, which are lit and visible at all indoor events.

Also, beginning in 2018, the Department started advertising at the Spanos Center on the electronic marquee. This advertisement is visible during all indoor sporting events and has been visible on multiple nationally televised events at the Spanos Center.

Summary

In 2021, the Police Department's overall percentage of underrepresented employees within the Department increased by two percent. While the overall percentage of employees belonging to underrepresented groups remains smaller when compared to the populations of the City and County, steady progress is still being made. The Department also experienced a two percent increase in the percentage of Asian/OPI supervisors in 2021, and all other categories remained the same as in 2020.

We have continued to be successful in our short-term recruiting strategies that were outlined in last year's report by proactively engaging underrepresented applicants throughout the hiring process and continuing our attendance at recruiting events hosted by underrepresented groups. The smaller community meetings that have been organized by our community partners, such as the NAACP, have given us an opportunity to recruit from these groups in a smaller setting where questions and concerns can be addressed directly. Our long-term recruiting strategies, such as the Public Safety Academy and implementation of our adult volunteer programs will give us a lifelong pathway from grade school through employment and give us an increased opportunity to hire a workforce that contains a higher percentage of underrepresented groups, ensuring we fill our vacant positions with a workforce that better reflects the community we serve.

As we continue to approach our authorized strength of 485 officers, hiring will eventually slow to maintaining our workforce through normal turnover. This will give us an opportunity to focus on recruiting and develop a qualified employee base that closely mirrors the diverse population of the City of Stockton. To improve the relative percentages of underrepresented groups employed by the Department, we will continue our emphasis on targeted, local recruitment, and advertising to underrepresented groups. We will continue to monitor our progress as we work toward our goals for next year.



JIM CHRASKA
INTERIM CHIEF OF POLICE

JC:MB:gj

Attachment

Stockton Police Department

INTERIM CHIEF OF POLICE
Jim Chraska

ASSISTANT CHIEF OF POLICE
Vacant

Legal Advisor
John Lueberke

Public Information Office
Officer Joseph Silva

OPERATIONS BUREAU
DEPUTY CHIEF OF POLICE
Eric Kane

LOGISTICS BUREAU
DEPUTY CHIEF OF POLICE
Kathryn Nance

Professional Standards
Lieutenant Kyle Pierce

EEO Officer
Sergeant Mark Boling

S.W.A.T.
Lt. Scott Graviette

Fiscal Affairs & Planning
Director Jeanetta McDonald

FIELD OPERATIONS DIVISION
Captain Ivan Rose

Watch Commanders
Lieutenant Esteban Arrieta
Lieutenant Gary Benevides
Lieutenant Dean Happel
Lieutenant John Hernandez

SPECIAL OPERATIONS DIVISION
Captain Joshua Doberneck

Traffic & Events Section
Lieutenant Craig Smith

Strategic Operations Section
Lieutenant Kenny Pham
Lieutenant Kevin Smith

INVESTIGATIONS DIVISION
Captain Travis DiGiulio

**Crimes Against Persons/
Property Section**
Lieutenant Brad Burrell

Ceasefire Section
Lieutenant Robert Dubois

Effective February 1, 2022

TECHNICAL SERVICES DIVISION
Captain Jonathan Swain

Evidence, Records, & Analytics
Police Services Manager
Lorena Quiroz

Property Room
Sup. Baudelio Pena

Records Section
Sup. Rhonda Winkler
Sup. Diana Gonzalez

Evidence/Identification Section
Sup. Cassandra Trunk
Sup. Victoria Farrow

ADMINISTRATIVE SERVICES DIVISION
Captain Antonio Sejor

Personnel Section
Lieutenant Larry Lane

Neighborhood Services Section
Police Services Manager
Almarosa Vargas

Communications
Police Services Manager
Brandy Thomas

Telecommunications Center
Sup. Kim Washington
Sup. Diana Mendes-Zuniga
Sup. Anthony Garza
Sup. Christopher Sutter
Sup. Veronica Hulburt
Sup. Gus Ramos

Crime Analysis Section
Sup. Valerie Smith

Training Section
Lieutenant Ben Lee

Animal Services Section
Police Services Manager
Vacant



Police Officer

Class Code:
25540

Bargaining Unit: Police

CITY OF STOCKTON
Revision Date: Jan 14, 2021

SALARY RANGE

\$6,055.17 - \$7,779.59 Monthly
\$72,662.02 - \$93,355.05 Annually

FLSA:

Non-Exempt

DEFINITION:

Under general supervision, performs a wide variety of peace officer duties involving the protection of life and property, enforcement of laws and ordinances, criminal investigation, crime prevention and suppression, case preparation and testimony, and providing information and assistance to the public; performs related work as assigned.

CLASS CHARACTERISTICS:

This is the first working level class in law enforcement, performing all duties required to effectively respond to and resolve the normal scope of peace officer situations. Incumbents may be assigned to patrol, traffic, detective, juvenile crime prevention or other police related functions. Emphasis is placed on community-based policing, familiarization between law enforcement and community residents, and collaborative problem solving. This class is distinguished from uniformed civilian police-related classes by designation and the responsibilities and authorities associated with designation as a sworn peace officer under the laws of the State. It is further distinguished from Police Sergeant, which both supervises and participates in law enforcement activities.

PRINCIPAL DUTIES (ILLUSTRATIVE ONLY):

- Provides emergency aid and assistance to incapacitated persons and requests additional response.
- Provides information, directions, and other services and assistance to the public.
- Works within a community policing philosophy where collaborative problem solving with stakeholders is achieved.
- Patrols assigned areas to ensure the security of life and property, observes situations, and deters crime by providing high visibility.
- Responds to suspicious activities and answers emergency calls for service.

- Restores order, protects life and property, and maintains the peace at public gatherings and in conflict situations.
- Investigates juvenile and designated adult criminal activity and incidents as the assigned detective.
- Coordinates crime scene control and investigation, including interviews and interrogations, identification of witnesses, overseeing collection and preservation of physical evidence.
- Enforces state, local, and federal laws and ordinances; issues verbal warnings and citations; pursues and apprehends suspects and requests assistance as required.
- Prepares and documents cases, completes reports, and records, and prepares and maintains other logs and records.
- Retrieves, identifies, and returns found property and/or evidence to owners.
- Investigates traffic accidents and provides traffic and crowd control as necessary; participates in special details and assignments, including K-9 and related activities; may serve as a field training officer.

MINIMUM QUALIFICATIONS:

Education/Experience:

Graduation from a United States high school or possession of a GED certificate received from a recognized accrediting association. Completion of some college course work is preferred.

Other Requirements

- Must possess a California Peace Officer Standards and Training (P.O.S.T.) certification and maintain firearms qualification.
- Must possess or be able to obtain and maintain a valid California Class C driver's license and have a satisfactory driving record.
- Must be a citizen of the United States or a permanent alien who has applied for citizenship prior to applying for the position of Police Officer.
- Must be twenty (20) years of age at the time of application, and twenty-one (21) years of age by the time of appointment.
- Must successfully complete a background investigation, which shall include a polygraph and psychological examination, and a California Department of Justice fingerprint clearance.
- Must be found to be free from any physical, emotional, or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation, that might adversely affect the exercise of the powers of a peace officer.
- Must be able to pass a physical examination, which includes a drug screen, administered by the City Physician. Vision requirements are 20/100 uncorrected; 20/30 corrected. Color blindness will be cause for rejection. Hearing must be within normal range -- 5/5.
- Must be willing to work days, evenings, nights, weekends and holidays; and drive.

Knowledge of:

- Basic law enforcement terminology and concepts;
- Techniques for dealing with people of all socio-economic levels under hostile and emergency situations; and
- Safety practices and precautions pertaining to the work.

Skill in:

- Observing and accurately recalling places, names, descriptive characteristics, and facts of incidents;
- Remaining calm and taking appropriate action in tense situations;
- Establishing and maintaining effective working relationships with those contacted in the course of the work;
- Reading, interpreting, and applying complex laws, procedures, and policies;
- Making rapid, sound independent judgments within legal and procedural guidelines;
- Preparing clear and concise reports, records, and other written materials; and
- Understanding and following oral and written directions.

Ability to:

- Learn the principles, practices, procedures, laws and ordinances, terminology and operation of equipment used in law enforcement and crime prevention and investigation.

Physical/Mental Abilities:

- Mobility - Frequent sitting; occasional walking, bending, squatting, climbing (stairs, ladders etc.) kneeling, crawling and constant twisting neck/waist;
- Lifting and Carrying - Occasional lifting and carrying up to 100 pounds and more;
- Vision - Constant use of overall visual capabilities; vision requirements are 20/100 uncorrected; 20/30 corrected. Color blindness will be cause for rejection. Hand/eye coordination, reading and/or close up work;
- Dexterity - Frequent grasping, pushing and pulling; occasional fingering, repetitive use of hand motion, fine manipulation and reaching (right and left hand);
- Hearing/Talking - Constant hearing and talking of normal speech in person and on the telephone; hearing must be within normal range -- 5/5;
- Special Requirements - Frequently work-days, evenings, nights, weekends and holidays and driving;
- Emotional/Psychological - Constant concentration, decision making, public contact, exercise sound judgment especially under stressful situations; and working alone;
- Environmental Conditions - Occasional exposure to noise; outdoor conditions, moderate risk of exposure to hazardous materials, indoor cold/heat, extremes temperature, working at heights, bio-hazards, uneven ground and working around equipment and machinery;
- Working Conditions - Primarily performed in an office environment, out of doors, but may be loud at times and at some locations; and
- Mental - Constant ability to comprehend oral and written instructions, organize thoughts and ideas, apply common sense, and make decisions which have significant impact on performing job and communicate via verbally, routine forms, detailed reports, or informal presentations.

This class specification should not be interpreted as all inclusive. It is intended to identify the essential functions and requirement of this job. Incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this specification. Any essential function or requirement of this class will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the American with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.

HISTORICAL NOTE:

Spec Adopted: 06/13/1957
Resolution: CS2132
Spec Amended: 09/19/1968
Resolution: CS3909
Established: 12/08/1975
Resolution: CC 32,830
Restablished: 04/04/1988
Resolution: CC88-0182
Spec Adopted: 10/31/1988
Resolution: CS88-091
Spec Amended: 08/01/2002
Resolution: CS02-078
Spec Amended 08/18/2005
Resolution: CS05-115
Spec Amended: 01/14/2021
Date to CSC: 01/21/2021
CS Status: Classified
Unit: SPOA
FLSA Status: Non-Exempt

Formerly Policeman, Policewoman, & Patrolman