



INDEPENDENCE **POLICE**

MEMORANDUM

DATE: March 11, 2021
TO: Chief Brad Halsey
FROM: Major Keith Leap
SUBJECT: Police Officer Recruiting/Hiring

At the March 8, 2021 City Council Meeting, a request was made for an update to Police Department recruitment:

Advertising:

- PIO puts out information on Social Media. We also use the WWW.IPDJobs.com website and Indeed.
- We call all Missouri Police Academies and advise of open positions and participate in job fairs at the various military units and bases.
- We utilize the Events Center electronic board to advertise police jobs using IPDjobs.com.
- A one-month advertising agreement (December 2020) was made with KPRS for Facebook, along with radio ads. It was reevaluated on a week by week basis. They offered at no charge use of their LED Truck advertising around Power & Light and 18th & Vine. Our ads ran until 12/27/2020. We paid for 90 spots total but they gave us an additional 30 spots since we ran them for a full month. We do not have any data that indicates we received any applicants from this effort.
- Most applicants list Indeed, the City website, social media, word of mouth, friends/family, police employees, and/or recruiting fairs as the way they are hearing about our job openings.
- Created recruitment Buzz cards to hand out to citizens and potential prospects.

Weekly Recruiting Reports (information below reflects typical information provided in weekly report):

Scheduled Events:

- *Central Missouri Criminal Justice and Criminology Showcase, April 3, 2021 (Capt Darrell Schmidli & Detective Michelle Sumstad)*
- *Oklahoma Wesleyan University, Dates Pending (Sgt English & Det Waterworth)*

Current IPD Vacancies (This does not include anticipated losses)

Position	Vacancies	Conditional Offers Given	Frozen	Eligibility List	Hiring Process
Police Officer	16	7	0		Active
TC1	1	0	1		Testing
TC2	2	0	2	XXX	
Crime Analyst	1	0	1		None
Grant Coordinator	1	0	0		Active
Police Records Tech I	2	0	2		Active

Police Officers in Training

- Conley (Field Training Program= FTO).
- Lorius (FTO).
- Leap (FTO).
- Shapot (FTO).
- Whitaker (MCC-Blue River Academy, Graduates April 29, 2021)
- Windham (Drury Law Enforcement Academy, Graduates May 15, 2021)
- Delacruz (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Franklin (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Madrid-Evans (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Pablo (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Scheirich (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Sipes (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Smith (KCPD Academy-171st EOC, Graduates July 8, 2021)
- Ostmeier (Awaiting the next Police Academy).

Conditional Offers Removed from Hiring Process (Since the last report)

- None

Pending / New Vacancies (Since the last report)

- Det Ken is retiring 5/1/2021

New Employees (Since the last report)

- None

Eligibility List in Place

- Police Technician I (Expires 8/27/2021) – 2 on the list.
- Crime Scene Investigator (Expires 9/24/2021) – 2 on the list.



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- Detention Officer (Expires 12/8/2021) – 1 on the list.
- Detention Officer (Expires 2/25/2022) – 2 on the list.
- Property Control Technician (Part Time) (Expires 12/8/2021) – 1 on the list.
- Police Records Supervisor (Expires 3/9/2022) – 1 on the list.

How are Applicants Hearing about IPD Jobs (Since the last report)

- 1 Website / Social Media
- 1 Current Police Department Employee

Current Hiring Processes

Police Grant Project Coordinator (Job #20191201) **Open Until Filled**

- 8 Individuals have applied online.
- 5 Personal History Information Packets (PHI) received.
- Applicants were removed from the process for the below listed reasons. (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 1 inaccurate, incomplete or failed to turn in an application or PHI. (Several attempts are made to obtain the information before disqualifying the applicant).
 - 7 Applicant had no relevant work experience and / or education.

Detention Officer (Job #20200131) **Posting Closed**

- 16 Individuals have applied online.
- 6 Personal History Information Packets (PHI) received.
- Applicants were removed from the process for the below listed reasons. (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 10 inaccurate, incomplete or failed to turn in an application or PHI. (Several attempts are made to obtain the information before disqualifying the applicant).
 - 1 Poor Work History (Recent Termination or Job Hopping).
 - Oral Boards conducted February 25, 2021. Two applicants placed on an eligibility list.
 - 2 Invited to testing on March 10, 2021.
 - Both were no shows.
 - Oral Boards will be conducted on March 18, 2021 for one from last month's testing.

Police Officer (Job #20200711) **Open Until Filled**

- 89 Individuals have applied online.
- 76 Personal History Information Packets (PHI) received.

- Applicants were removed from the process for the below listed reasons (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 19 inaccurate, incomplete or failed to turn in an application or PHI (Several attempts are made to obtain the information before disqualifying the applicant).
 - 16 Drug Use (Recent or Excessive).
 - 7 Poor Work History (Recent Termination or Job Hopping).
 - 3 Criminal History Issues
 - 3 Issues Identified During the Background Investigation.
 - 5 Failed the Testing Process (Written or Physical Agility Testing)
 - 6 Failed the Oral Board
 - 8 No Call / No Show for Testing and / or Retesting
 - 7 Withdrew.

Police Officer Testing / Oral Boards

- Testing Dates
 - March 10, 2021 – 13 applicants invited so far (1 retest, 1 certified, 5 in an academy)
 - 2 No call, no show for written testing
 - 2 Failed the PAT (Will possibly retest in April)
 - Still awaiting the written results.
 - April 7, 2021 – 3 applicants invited so far (1 retest).
 - May 5, 2021 – 1 applicant invited so far (1 certified)
- Oral Board Dates
 - March 24-25, 2021
 - April 21, 2021
 - May 19, 2021

Police Technician I – Records (Job #2021003) Open Until Filled

- 7 Individuals have applied online.
- 3 Personal History Information Packets (PHI) received.
- Applicants were removed from the process for the below listed reasons (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 1 inaccurate, incomplete or failed to turn in an application or PHI (Several attempts are made to obtain the information before disqualifying the applicant).
 - 1 Drug Use (Recent or Excessive).
 - 1 Issues Identified During the Background Investigation.
 - 1 Withdrew (She is already on our eligibility list)

Police Technician II – Desk Officer (Job #2021004) Open Until Filled

- 4 Individuals have applied online.
- 3 Personal History Information Packets (PHI) received.



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- Applicants were removed from the process for the below listed reasons (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 1 inaccurate, incomplete or failed to turn in an application or PHI (Several attempts are made to obtain the information before disqualifying the applicant).
 - 2 Drug Use (Recent or Excessive).
 - 1 Issues Identified During the Background Investigation.

911 Police / Fire Dispatcher (Job #2021010) Closed

- 15 Individuals have applied online.
- 6 Personal History Information Packets (PHI) received.
- Applicants were removed from the process for the below listed reasons (Applicants may be disqualified for more than one reason). Applicants that fail the written, PAT or oral board may ask to be retested in the next testing process.
 - 11 inaccurate, incomplete or failed to turn in an application or PHI (Several attempts are made to obtain the information before disqualifying the applicant).
 - 2 Drug Use (Recent or Excessive).
 - 2 Failed the Testing Process (Typing or Critical Testing)
 - 1 Withdrew
 - The oral board for the final applicant is set for March 18, 2021.

Recruiting Visits

- Lincoln University received POST Approval for a Law Enforcement Academy and we're working with them to schedule an event.
- Law Enforcement Training Institute (MU), Sgt Marriott, PO Duckworth
- November 30, 2020 Drury University Law Enforcement Academy, Sgt English & Det Waterworth. They will be visiting two separate classes. One to graduate December and the other March.
- Central Missouri Police Academy Recruitment Fair, February 20, 2021 (Tanner Philip, Joshua Gena & Robert Brady)
- MCC-Blue River Police Academy Mock Interviews, February 24, 2021 (Sgt Kyle Jarnagin)
- Missouri Western Police Academy, March 9, 2021 (Kirsten Baker, Katherine Gentile & Brendan Buchanan)
- Central Missouri Criminal Justice and Criminology Showcase, April 3, 2021 (Capt Darrell Schmidli & Detective Michelle Sumstad)
- Oklahoma Wesleyan University, Dates Pending (Sgt English & Det Waterworth)

Recruitment with Local Schools

- Engaged with Ft. Osage, Independence and Herndon Center's Criminal Justice programs
- Successfully hired (3) dispatchers and (1) detention officer from the Ft. Osage program

- Had one summer college internship in 2020 (They did hire on as Police Officer with us since then). Processing another Internship for summer 2021.

Programs in Process

- Develop Cadet program within IPD for ages of 18 to 20.5 years of age to develop them for future police officer positions.
- Lateral hires are being discussed during current negotiations.
- Financial incentives for hiring and recruitment.