



# SPOKANE POLICE DEPARTMENT

## CHIEF OF POLICE

CRAIG N. MEIDL

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### **Spokane Police Academy**

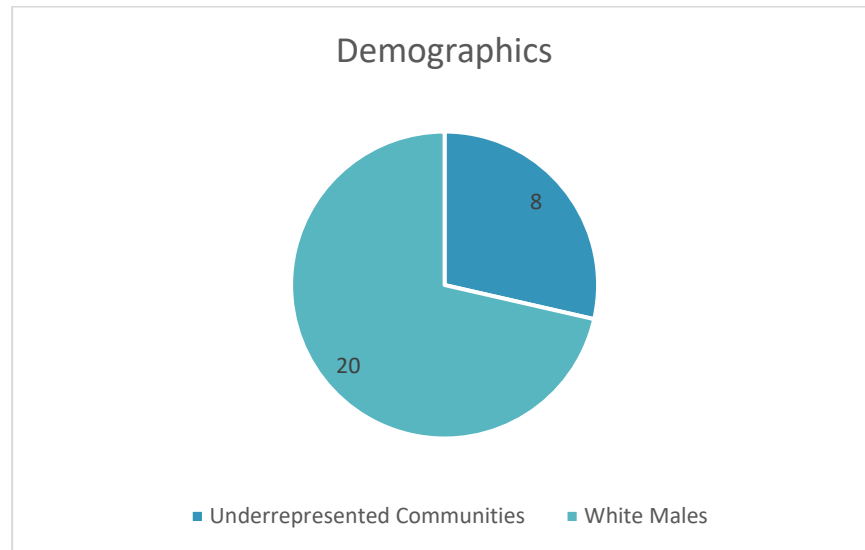
### 2022 Commissioned Officer

### Recruiting and Hiring Report



## Hiring

The Spokane Police Department aims to develop and retain a qualified and diverse workforce. In 2022, SPD hired twenty new recruits and eight lateral hires. Of the 28 officers hired in 2022, eight (28%) were from underrepresented communities. Underrepresented communities include one Asian; two Black/African American, two Hispanic/Latino, two Native Hawaiian/Pacific Islander, and two female officers.



The Spokane Police Department also welcomed six Reserve Officers, who volunteer their time with the department. Two of the six Reserve Officers were from underrepresented communities (Middle Eastern females).

SPD's hiring process for new officers includes:

- Public Safety Test
- Civil Service application
- Background investigation
- Physical ability test
- Polygraph
- Psychological screening
- Medical screening
- Interview panel with the Chief (known as the "oral board")

For lateral officers, who have experience from other agencies, the process is the same except applicants do not have to take the Public Safety Test. The background investigation for lateral officers is extensive; background investigators research their performance at their previous agency.

SPD may only make a conditional offer of employment pending completion of the background check and shall verify in writing to the Criminal Justice Training Commission that they have complied with all

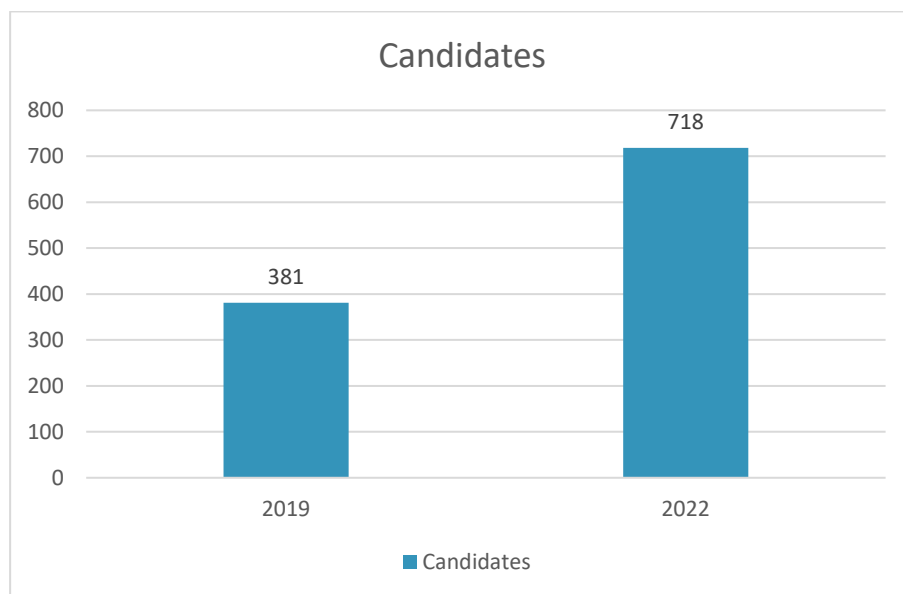
background check requirements prior to making any non-conditional offer of employment.

The background investigation includes a check of criminal history, national decertification index, Washington State Criminal Justice Training Commission (WSCJTC) records, all disciplinary records by any previous law enforcement employer, complaints or investigations of misconduct, and the reason for separation from employment. SPD makes an inquiry to the local prosecuting authority in any jurisdiction in which the applicant has served as to whether the applicant is on any potential impeachment disclosure list. SPD inquires into whether the applicant has any past or present affiliations with extremist organizations, as defined by the WSCJTC. SPD conducts a review of the applicant's social media accounts; and verifies the immigrant or citizenship status as either a citizen of the United States of America or a lawful permanent resident.

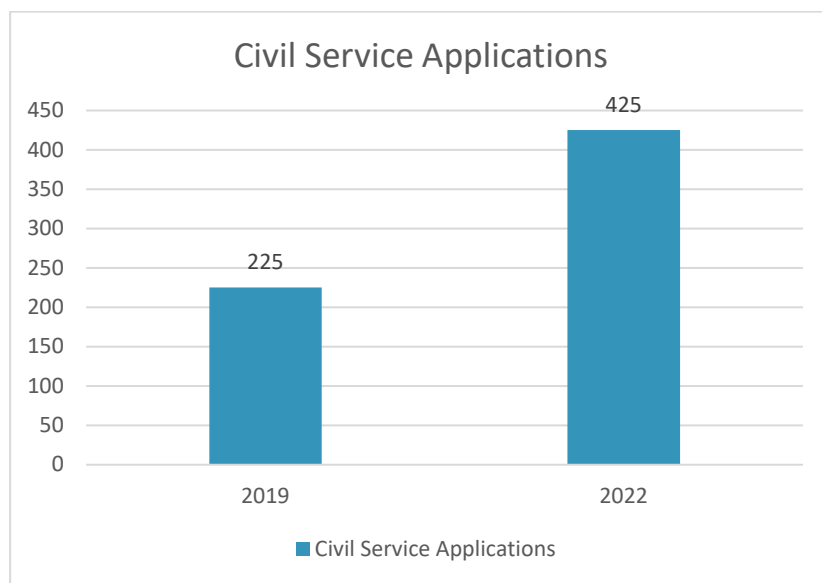
## Recruiting

SPD has enhanced its recruiting efforts in 2022 with the help of a grant from the Washington State Criminal Justice Training Commission.

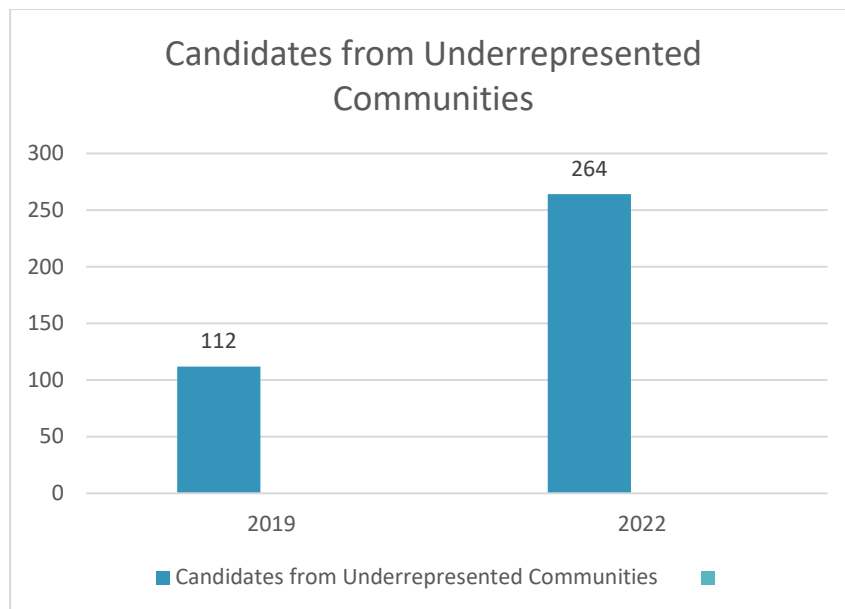
Due to the Spokane Police Department's recruiting efforts, the number of potential candidates who passed the Public Safety Test and had their test scores sent to Spokane doubled since 2019.



Not all candidates who take the Public Safety Test follow through with an application. Applications to Civil Service are shown below. Overall applications increased significantly from 2019 to 2022.



The diversity of potential candidates (submitted Public Safety Test scores to Spokane) has also increased with recruitment efforts. Candidates from underrepresented communities more than doubled.



## Department Demographics

Demographics of the Spokane Police Department are compared against the city of Spokane's demographics here. (Charts below are as of November 2022):

### Sex of SPD Officers Compared to City of Spokane Population:

Sex	Personnel Numbers	Percent of Department	Percent of Spokane
Female	27	9%	51%
Male	314	91%	49%

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

Race/Ethnicity	Personnel Numbers	Percent of Department	Percent of Spokane
Asian, alone	2	0.06%	2.7%
Black, alone	6	1.8%	2.3%
Hispanic or Latino	20	5.9%	6.3%
Multi-Ethnic* (2 or more races)	3	0.09%	5.9%
American Indian and Alaska Native, alone	5	1.5%	1.8%
Native Hawaiian and Other Pacific Islander alone	2	0.06%	0.9%
Not Indicated (employee did not identify race)	3	0.09%	N/A
Other	6	1.8%	N/A
White	295	86.5%	84.7%

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

## Recruiting Events

SPD regularly attends Public Safety Testing (PST) events across the region. In addition to PST events in Spokane, recruiters attended PST events in Olympia, Lynnwood, Tukwila, and Pasco. PST events in those cities generally have more diverse candidates than Spokane, and recruiters interact with potential candidates and answer questions about Spokane.

SPD staff also attended military career fairs and college career fairs outside of Spokane. With the grant's support, recruiters traveled to universities in Washington, Oregon, and Texas. They attended Recruit Military Career Fairs and went to a recruiting event at Joint Base Lewis-McCord.

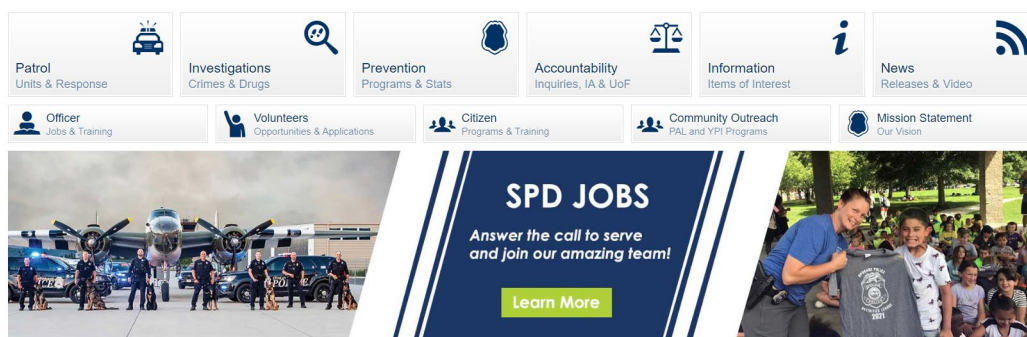
Locally, SPD staff attended multiple recruiting events to include Fairchild Air Force Base Transition Assistance Program (TAP) classes, Career Day at local schools, and Career Fairs at local colleges. Recruiters also attended large community events, such as Spokane County Interstate Fair, Unity in the Community, and World Refugee Day, and Valleyfest, where they were able to promote SPD and share employment opportunities.

Interactions with diverse groups in the Spokane-area community and throughout the state are paramount to hiring a diverse workforce. SPD's Community Outreach Unit connects with all areas of our community and pushes efforts to diversify our workforce.



## Other Recruiting Efforts

In 2022, the SPD Hiring Website was redesigned.





SPD designed all new recruiting materials, with updated videos and brochures.



SPD used two social media campaigns to attract applicants. With the assistance of the recruiting grant, SPD also displayed five recruiting billboards in Spokane.



### Upcoming Recruiting

With the continuation of the WSCJTC recruiting grant, SPD will send recruiters to multiple Public Safety Tests in Washington State, and other career fairs. Traveling to a variety of diverse areas will provide the recruiting team the opportunity to present to a wider, more diverse audience about the Spokane Police Department.

The Community Outreach Unit will have recruiting officers attend events in the community, where officers can interact with thousands of community members.

The department regularly reports on recruiting and hiring efforts throughout the year in a monthly Strategic Initiatives report (January March, April, May, June, July, August, and December 2022 reports). SPD will continue to publish annual reports.

# Spokane Police Department 2022 Commissioned Officer Recruiting and Hiring Report



**Public Safety Building  
1100 W. Mallon Avenue  
Spokane, WA 99260**



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*"Serving our community with Integrity, Professionalism and Compassion"*