

MEMORANDUM

February 15, 2024

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: STANLEY McFADDEN, CHIEF OF POLICE

SUBJECT: **2023 ANNUAL EQUAL EMPLOYMENT REPORT**

Introduction

The Stockton Police Department reports that in 2023, the overall percentage of underrepresented groups employed by the Police Department increased by 2%. The percentage of Hispanic employees went up by 1%. The percentage of Black, Asian/OPI, and Two or More Races employees remained the same. Employees belonging to Native American/Alaskan increased by 1%. The percentage of male employees decreased by 1%, while the percentage of female employees increased by the same.

The 2022 Annual Report identified the Police Department's goal in 2023 to continue the improvement shown the previous year in increasing the relative percentages of underrepresented ethnic groups employed by the Department to reflect Stockton's diversity better. 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.

The Department continued to provide training in diversity and equal employment to all employees to ensure a workplace free of harassment and discrimination. This training is now offered online 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 reports to Assistant Chief of Police Joshua Doberneck. Deputy Chief of Police Antonio Sajor heads the Logistics Bureau, and Deputy Chief of Police Scott Graviette heads the Operations Bureau. The Bureaus are divided into Divisions, which are managed by Captains.

Police Services Administrator Jeanetta McDonald commands the Administration Bureau, which includes the Animal Services Section, the Neighborhood Services Section, and the Fiscal Affairs & Planning Section.

Under the Operations Bureau, Captain Larry Lane and Captain Gary Benevides command the Field Operations Division, and Captain Jonathan Swain commands the Investigations Division. Within the Special Operations Division, Captain Benevides commands the Traffic & Events Section, and Captain Lane commands the Strategic Operations Section.

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

Under the Logistics Bureau, Captain Bradley Burrell commands the Support Services Division, which includes Records, Telecommunications, the Crime Information Center, Information Technology, Personnel Section, Training Section, and the Property Room.

The Professional Standards Section, Organizational Wellness Unit, and The Legal Advisor report to Assistant Chief Joshua Doberneck.

The Public Information Office, Community Engagement, and Research and Development report to Chief Stanley McFadden (Please see Attachment "A" for the Police Department Organizational Chart).

Workforce Composition

As of January 11, 2024, the Stockton Police Department comprised 349 sworn and 188 civilian members, for a total of 537 full-time employees. In comparison, at the end of 2022, we had 381 sworn members and 192 civilian members, for a total of 573 full-time employees. This represents a net decrease of 36 employees in 2023. The Stockton Police Department has 715 full-time budgeted allocated positions, including 136 vacant sworn positions and 42 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 Stockton and San Joaquin County.

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	263	49%	689	47%	59,410	19%	228,644	30%
Hispanic	189	35%	487	33%	134,738	43%	320,102	42%
Black	23	4%	78	5%	31,268	10%	54,825	7%
Asian/OPI	51	9%	162	11%	68,790	22%	121,944	16%

Native American/Alaskan	2	1%	8	1%	2,517	1%	2,336	0%
Two or More Races	9	2%	38	3%	12,832	4%	30,486	4%
Other	0	0%	6	0%	3,127	1%	3,811	1%
Total	537	100%	1,468	100%	312,682	100%	762,148	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	364	68%	958	65%	159,468	51%	381,074	50%
Female	173	32%	510	35%	153,214	49%	381,074	50%
Total	537	100%	1,468	100%	312,682	100%	762,148	100%

Personnel Changes in the Department

The Department is currently approved for 485 sworn and 230 civilian support employees. The Personnel Section has continued to work hard to fill the vacant positions within the Department with a diverse workforce.

In 2023, the Police Department hired 30 sworn officers; 26 of those hired are male, and four are female. Of the males, six are White, three are Black, 12 are Hispanic, and five are Asian/OPI. Of the females, two are White, one is Hispanic, and one is Asian/OPI.

We also hired 31 full-time civilian support employees, 29 of whom are female and two who are male. Of the females, eight are White, five are Black, 14 are Hispanic, and two are Asian/OPI. Of the two males who were hired, both are White.

The Department lost 57 sworn officers in 2023 (compared to 90 in 2022); 14 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 51 in 2022), 14 (compared to 13 in 2022) officers retired due to reaching retirement age or because of a disability, three resigned to leave the industry, and seven were terminated.

There were 35 full-time civilian support employees who also left the Department in 2023 (Compared to 27 in 2022): 26 resigned, two transferred to work at another City Department, five (compared to five in 2022) retired, and two were terminated.

Of the 57 sworn officers who left the Department in 2023, 52 were male, and five were female; 30 were White, 19 were Hispanic, two were Black, five were Asian/OPI, and one was American Indian/Alaskan.

As previously stated, the Department saw a 2% 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 2023 compared to 2022. This was reflected by a 1% increase in Hispanic employees and a 1% increase in Native American/Alaskan employees. All other categories remained the same. The percentage of male and female employees changed from 2022, with males decreasing by 1% and females increasing by 1% (70% and 30%, respectively).

Overall, the percentage of underrepresented employees within the Police Department (51%) is 2% less than it is for all City employees at 53%. This gap remained the same from 2022, as the underrepresented employees for the City increased by 2% in 2023 (53% in 2023 from 51% in 2022), and the Police Department increased by 2%.

In 2023, the Department promoted 16 employees to supervisor positions. Of these employees, three were female, and 13 were male; six were White, one was Black, five were Hispanic, and four were Asian.

The following chart explains the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2023 compared to the previous year.

	2023				2022			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	83	56%	180	46%	77	64%	214	47%
Black	5	4%	18	5%	4	3%	19	4%
Hispanic	34	23%	155	40%	29	24%	168	38%
Asian/OPI	25	17%	26	7%	11	9%	41	9%
Native American	0	0%	2	0%	0	0%	1	0%
Two or More Races	0	0%	9	2%	0	0%	9	2%
Total	147	100%	390	100%	121	100%	452	100%

In 2023, the percentage of supervisors belonging to underrepresented ethnic groups increased by 8% due to an 8% increase in the percentage of Asian/OPI supervisors. There was an 8% decrease in White supervisors. The percentage of Black supervisors went up by 1%, and the percentage of Hispanic supervisors went down by 1%. Native American/Alaskan and Two or More Races supervisors remained unchanged. The Department also reports that out of the 147 supervisors, 116 are male and 31 are female, 79% and 21%, respectively.

Professional and Diversity Training

During 2023, 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 discrimination and harassment, policy (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.

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

In addition, Assembly Bill 1825 requires mandatory Harassment and Discrimination Prevention training for new supervisors within six months of appointment and 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's 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 2023, compared to 2022. Officers who resigned to work at other police departments decreased (19 Officers in 2023 vs. 51 officers in 2022), and officers who retired due to reaching retirement age or because of a disability increased (14 Officers in 2023 vs. 13 Officers in 2022). At the end of 2023, we were down 136 sworn officer positions compared to 116 in 2022. Our ongoing recruitment efforts will continue in 2024 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 40 members compared to 35 last year, with 25 members from underrepresented populations. Our recruitment team typically attends well over 100 events

annually throughout the Community, the State of California, and the United States. In 2023 we attended 327 In-Person events and 19 College Virtual events.

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

- Sacramento Black History Month- Black Expo- Careers in Law Enforcement Event (three-day event)
- Chinese New Year Event
- Cambodian New Year Festival (3-day event)
- Sikh Festival (two-day event)
- Cinco De Mayo Event
- Asian Cultural Celebration Event
- 2023 Juneteenth Event
- National Asian Peace Officers Associate Career Fair (four-day event)
- Stockton Black Family Day Event
- Multicultural Business & Career Expo
- Stockton Greek Festival (three-day event)
- Stockton Fall into Pride Festival
- Fahm Fest
- Univision Community Resource Fair for Spanish Speakers

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, and they host in-person workout events prior to every test to build relationships with potential applicants to help them through the hiring and testing process. The events, hosted by diverse local organizations, give 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 strategy 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. Due to a decrease in the applicant pool, the Department held more testing sessions for the trainee position.

- We held the following 12 Police Officer Trainee tests:
- In state: We hosted the Written PELLETB exam and the Physical Ability Test (PAT) on January 14, February 25, April 1, May 6, June 10, July 15, August 19, September 23, October 28, and December 2.
- Out of state: We hosted the Written PELLETB exam and the Physical Ability Test (PAT) on May 27 in North Carolina and October 1 in New York.
- In 2023 we began allowing applicants to test through the National Testing Network (NTN) to submit scores that can be converted into PELLETB T-Scores. We also began allowing military personnel to submit their "Military Fitness Test Scorecard" in lieu of taking our PAT test.
- We hosted 30 virtual recruiting sessions and 28 in-person "Work Out With a Recruiter" orientation sessions before the Police Trainee test.
- Focuses Recruiting via Volunteer Opportunities

The Department operates an adult volunteer program called the 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. 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 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 2023 the Stockton Police Department began using Indeed.com to advertise our open positions throughout the Department. The site allows us to change the geographic location in which we are targeting our recruitment.

In 2023 the Stockton Police Department Recruiting Unit did radio and media recruiting messages on numerous stations and sites:

- Waze - 3 months
- KCRA - 8/16/2023 to 9/25/2023
- Entravision – 5/2023 to 6/2023
- SXM Media – 4/7/2023 – 5/2/2023

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

The QR codes remain on all police vehicles, and the primary recruiting vehicle has a highly visible specialty WRAP placed on it. In 2023 the Recruiting Team purchased a van that also has a specialty WRAP placed on it. The department advertised three large banners at the Stockton Ports Stadium from June 2023 to December 2023.

Throughout 2023, Stockton Police Department Recruiting utilized social media platforms to reach a greater audience. We utilized Facebook and Instagram.

In August 2023, we hired Epic Recruiting to produce and film a unique recruiting video specialized to the Stockton Police Department. Epic Recruiting also created a new, diverse recruiting website to engage the public and bring our agency qualified applicants. Epic Recruiting filmed and photographed approximately 50 Stockton Police Officers of different ethnic backgrounds.

Summary

In 2023, the Police Department's overall percentage of underrepresented employees increased by 2%. While the overall percentage of employees belonging to underrepresented groups remains smaller compared to the City and County populations, steady progress is still being made. Although the Department experienced a 1% decrease in Hispanic supervisors, the Department also experienced a 1% increase in the percentage of Black supervisors in 2023. The percentage of White supervisors decreased by 8%, Asian/OPI supervisors increased by 8%, and all other categories stayed the same.

We have continued to succeed in our short-term recruiting strategies 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 organized by our community partners, such as the NAACP, have allowed us to recruit from these groups in a smaller setting where questions and concerns can be addressed directly. Our long-term recruiting strategies 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 strive to reach our authorized strength of 485 officers, hiring will eventually slow to maintain our workforce through normal turnover. This will give us an opportunity to focus on recruiting and developing 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.

A handwritten signature in black ink, appearing to read 'SM', is positioned above the printed name.

STANLEY McFADDEN
CHIEF OF POLICE

SM:CS:gj

Attachment