PEORIA POLICE DEPARTMENT EXPLORER
DEMOGRAPHICS - 2018

- Caucasian 40% (8)
- African American 35% (7)
- Hispanic 25% (5)

20 TOTAL
PEORIA POLICE DEPARTMENT CADET DEMOGRAPHICS
AS OF 7/9/2018

- White Male 16.7% (1)
- White Female 33.3% (2)
- Hispanic Male 16.7% (1)
- Black Male 33.3% (2)

6 TOTAL
PEORIA POLICE DEPARTMENT HIRES 2015

DEMOGRAPHICS

- White Male 75.0% (6)
- Asian Male 12.5% (1)
- Other Male 12.5% (1)

8 TOTAL
PEORIA POLICE DEPARTMENT HIRES 2016 DEMOGRAPHICS

- White Male 41.7% (10)
- White Female 20.8% (5)
- Black Male 12.5% (3)
- Black Female 12.5% (3)
- Hispanic Male 8.3% (2)
- Other Male 4.2% (1)

24 TOTAL

***Other race is defined as two or more races.
PEORIA POLICE DEPARTMENT HIRES 2017

DEMOGRAPHICS

- **White Male** 38.5% (5)
- **White Female** 23.1% (3)
- **Black Male** 15.4% (2)
- **Hispanic Male** 7.7% (1)
- **Hispanic Female** 15.4% (2)

13 TOTAL
PEORIA POLICE DEPARTMENT HIRES 2018 YEAR TO DATE

DEMOGRAPHICS

- White Male 63.6% (11)
- Hispanic Male 15.4% (2)

13 TOTAL
FEBRUARY 2018 TESTING RESULTS

- 237 applications received.
- 33 not eligible (32 no documents) (1 overage).
- 84 no show for written.
- 33 failed written.
- 1 no show for physical agility.
- 3 failed physical agility.
- 83 placed into hiring pool (57 W/M, 9 W/F, 10 AA/M, 2 AA/F, 4 H/M, 1 O/M).
- All candidates in pool were offered an interview based on written score rank order.
- 2 sessions of interviews were completed (March and July).
2018 APRIL HIRING PROCESS

• Top 55 candidates were interviewed (written score of 83 or higher) (41 W/M, 6 W/F, 3 AA/M, 1 AA/F, 3 H/M, 1 O/M).

• Top 25 candidates from the interview were selected for hiring (interview score of 69 or higher) (19 W/M, 2 W/F, 1 AA/M, 1 AA/F, 2 H/M).

• 19 of the 25 given a conditional offer of employment (16 W/M, 2 H/M, 1 AA/F).

• 6 failed polygraph test.
2018 APRIL HIRING PROCESS CONT’D

• 3 failed psychological testing.

• 2 declined offered position.

• 8 were hired in April (7 W/M, 1 H/M); 1 failed Academy power test (1 W/M) and 1 resigned while in Academy (1 W/M). We currently have 4 in the Academy (4 W/M) and 2 have prior law enforcement (1 W/M, 1 H/M).

• The other 6 applicants (4 W/M, 1 AA/M, 1 W/F) were carried over to the July process.
2018 JULY HIRING PROCESS

- Remaining 6 applicants from April were carried over (4 W/M, 1 AA/M, 1 W/F).
- Remaining 28 candidates on the list were interviewed (written score of 82 and lower) (16 W/M, 7 AA/M, 3 W/F, 1 AA/F, 1 H/M).
- Top 13 candidates selected for hiring (interview score of 69 or higher) (5 W/M, 5 AA/M, 2 W/F, 1 AA/F).
- 12 accepted the offer (5 AA/M, 4 W/M, 2 W/F, 1 AA/F) and 1 declined (1 W/M).
- We have 18 total applicants with a conditional offer of employment to fill 11 positions (8 W/M, 6 AA/M, 3 W/F, 1 AA/F).
- We still are in the process (polygraph, psychological, and medical) before they are actually hired.
2018 FEBRUARY TESTING RESULTS – AFRICAN AMERICAN

• 32 (Male) total applications received for February 2018 test.
• 9 not eligible (no documents).
• 10 no show for written.
• 2 failed written.
• 1 failed physical agility.
• 10 placed into hiring pool.
• 3 failed interview.
• 1 no show for interview.
• 6 candidates recommended for hire (pending further testing).
• 60% African American males were recommended for hire that passed written.
2018 FEBRUARY TESTING RESULTS – AFRICAN AMERICAN CONT’D

• 9 (Female) total applications received for February 2018 test.
• 1 not eligible.
• 5 no show for written.
• 1 failed written.
• 0 failed interview.
• 2 candidates recommended for hire.
• 1 failed polygraph =1 pending further testing.
• 100% African American females were recommended for hire that passed written.
2018 FEBRUARY TESTING RESULTS – HISPANIC

- 9 (Male) total applications received for February 2018 test.
- 1 not eligible (no documents).
- 1 no show for written.
- 3 failed written.
- 4 placed into hiring pool.
- 1 failed interview.
- 1 no show interview.
- 2 recommended for hire.
- 1 declined offered position.
- 1 hired (active police recruit).
- 50% Hispanic males were recommended for hire that passed written.

- 1 (Female) total applications received for February 2018 test
- 1 no show for written = 0 into hiring pool
2018 FEBRUARY TESTING RESULTS – OTHER

• 7 (Male) applications.
• 1 (Male) not eligible (no documents).
• 5 (Male) no show for written.
• 1 (Male) placed into hiring pool.
• 1 (Male) failed interview= 0 into hiring pool = 0%.

• 3 (Female) applications.
• 2 (Female) not eligible (no documents)
• 1 (Female) no show for written.
2018 FEBRUARY TESTING RESULTS – WHITE MALE

- 154 (Male) total applications received for February 2018 test
- 14 not eligible (no documents/overage).
- 57 no show for written.
- 23 failed written.
- 1 no show for physical agility.
- 2 failed physical agility.
- 57 placed into hiring pool.
- 33 failed interview.
- 24 recommended for hire.
• 5 failed polygraph test.
• 2 failed psychological testing.
• 2 declined offered position.
• 7 hired – 5 retained.
• 1 failed Academy physical (power test).
• 1 resigned while in the Academy.
• 8 pending further testing.
• 42% of white males were recommended for hire that passed written.
22 (Female) total applications received for February 2018 test.
5 not eligible (no documents/overage).
4 no show for written.
4 failed written.
9 placed into hiring pool.
5 failed interview.
4 recommended for hire.
1 failed polygraph test.
1 failed psychological testing.
2 pending further testing.
44% of white females were recommended for hire that passed written.
<table>
<thead>
<tr>
<th>APPLICATIONS RECEIVED</th>
<th>#</th>
<th>TEST</th>
<th>TEST %</th>
<th>PASS TEST</th>
<th>PASS TEST %</th>
<th>HIRED/RETAINED</th>
<th>PEND. HIRE</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE MALE</td>
<td>154</td>
<td>83</td>
<td>54%</td>
<td>60</td>
<td>72%</td>
<td>5</td>
<td>8</td>
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<tr>
<td>AFRICAN AMERICAN MALE</td>
<td>32</td>
<td>13</td>
<td>41%</td>
<td>11</td>
<td>85%</td>
<td>0</td>
<td>6</td>
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<tr>
<td>WHITE FEMALE</td>
<td>22</td>
<td>13</td>
<td>59%</td>
<td>9</td>
<td>69%</td>
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<td>2</td>
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<tr>
<td>AFRICAN AMERICAN FEMALE</td>
<td>9</td>
<td>3</td>
<td>33%</td>
<td>2</td>
<td>67%</td>
<td>0</td>
<td>1</td>
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<td>HISPANIC MALE</td>
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<td>78%</td>
<td>4</td>
<td>57%</td>
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<td>OTHER MALE</td>
<td>7</td>
<td>1</td>
<td>14%</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>OTHER FEMALE</td>
<td>3</td>
<td>0</td>
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<td>0</td>
<td>0%</td>
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<td>0</td>
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<tr>
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<td>1</td>
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<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>
White Male 66.2% (43)
White Female 3.1% (2)
Black Male 12.3% (8)
Black Female 9.2% (6)
Hispanic Male 6.2% (4)
Asian Male 1.5% (1)
Other Male 1.5% (1)

65 TOTAL

***Other race is defined as two or more races.
PEORIA POLICE DEPARTMENT SEPARATIONS AS OF 7/8/2018

- White Male 69.2% (9)
- Black Male 23.1% (3)
- Black Female 7.7% (1)

13 TOTAL
PEORIA POLICE DEPARTMENT 2018 YEAR TO DATE
DEMOGRAPHICS

- Black Male 10.4% (22)
- White Male 74.1% (157)
- Hispanic Male 2.4% (5)
- Asian Male 2.4% (5)
- Other Male .5% (1)
- Black Female 1.4% (3)
- White Female 7.5% (16)
- Hispanic Female 1.4% (3)

212 TOTAL

***Other race is defined as two or more races.***
RECOMMENDATIONS

***The following recommendations, according to the Subcommittee, represent the City’s best opportunity for reaching the ten-year vision of having a commissioned Police and Fire workforce that mirrors the demographics of the City of Peoria.

Recommendation #1: Pass-Fail Examination for Police Officer Applicants (PD does not practice – scores are rank order)
Recommendation #2: Develop an Ongoing, High Priority Recruitment Plan (Ongoing)
Recommendation #3: Change to Semi-Annual Testing Frequency for Police and Fire (Completed)
Recommendation #4: Reassign the 30 points in the Fire Department Selection Process (Completed)
Recommendation #5: Peoria City Residency Points for Police Officer Candidates (Completed)
Recommendation #6: Establish a Public Safety Explorer’s Program within District 150 (Completed)
Recommendation #7: Establish Police Cadet Program (Completed)
Recommendation #8: Establish Firefighter Cadet Program (Completed)
Recommendation #9: Annual Performance Goals, Monitoring, and Reporting (Completed)
Recommendation #10: Diverse Interview and Criteria Panels (Completed)
<table>
<thead>
<tr>
<th>Year</th>
<th>Minority % Goal</th>
<th>Current %</th>
<th>Difference (+/-)</th>
</tr>
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<tbody>
<tr>
<td>1ST YEAR</td>
<td>2015</td>
<td>18.6</td>
<td>18.6</td>
</tr>
<tr>
<td>GOAL</td>
<td>2016</td>
<td>20.1</td>
<td>20</td>
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<tr>
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<td>2017</td>
<td>21.7</td>
<td>19.7</td>
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<tr>
<td>GOAL</td>
<td>2018</td>
<td>23.4</td>
<td>18.3</td>
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<tr>
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<tr>
<td>GOAL</td>
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<td>40.5</td>
<td></td>
</tr>
</tbody>
</table>

***2018 IS AS OF 7/3/2018.***

***PD annual placement goal of 8% growth.***