



TO: The Honorable Stephanie Rawlings Blake
and Members of the Baltimore City Council
Room 400 City Hall,
100. N. Holiday Street
Attn: Karen Randle

FROM: Sheryl Goldstein, Director, Mayor's Office on Criminal Justice

DATE: November 26, 2008

RE: City Council Bill No. 08-0081R

City Council Bill No.: 08-0081R – Informational Hearing BPD Recruitment Efforts

Public safety is dependant on the City's ability to recruit and retain a quality police force. Recruitment is a top priority for the Baltimore Police Department (BPD). After developing and implementing a recruitment plan in 2007, BPD's recruitment and retention have shown dramatic improvement.

It is the mission of BPD's Personnel Section to provide a fair, thorough, and expeditious application process to every viable candidate applying for a sworn position. The Section has a regular recruiting schedule, which includes visits to area high schools, colleges and universities, out of state job fairs and local festivals, including Operation PROTECT block parties. Recruiters conduct out of state testing for potential candidates in order to streamline the application process for these applicants. BPD also advertises on the internet, radio, television, magazines and in newspapers, including WMAR, Radio One (92Q), WJZ's Michael Phelps Salute, Olympics Channel 11 and Career Builder.

So far in 2008, BPD has experienced the highest level of hiring and the lowest level of attrition in the last five years. As of the end of November, BPD has hired 262 police officers this year and only 205 officers have been lost to



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attrition. In addition, BPD is recruiting smarter. This year, 13.3% of applicants recruited by BPD were hired – last year, only 11% of recruited applicants were hired. There are currently waiting lists for both the police academy and the Cadet Program.

The Cadet Program has proven to be one of BPD's most successful recruitment strategies. There are currently 49 cadets in the program. Since 2005, 89% of all cadets have gone on to enroll in the police academy. Of those who enroll in the academy, 79% have graduated and are still employed by BPD. The program effectively supports BPD's efforts to recruit a diverse police force that is reflective of the City's population. Seventy-eight percent of cadets are Baltimore City residents. The majority of these cadets were recruited by a friend or police officer and many located the opportunity on the police website.

While BPD has accomplished a lot in the area of recruitment and retention over the past few years, there is always room for improvement. The Mayor's Office on Criminal Justice and BPD will continue to work together to develop and refine recruiting and retention strategies.

This report has been submitted on behalf of both the Mayor's Office on Criminal Justice and BPD.


Sheryl Goldstein
Director
Mayor's Office on Criminal Justice