

HUNTSVILLE POLICE RECRUITMENT



WHERE WE WERE AND WHERE WE ARE

- 2010 88% of Officers were Caucasian
- 2021 76% of Officers are Caucasian
- 30% of the rank of Captain and above is minority
- Women are the most under-represented segment in HPD, comprising 9% of officers and 6% of supervisors
- Academies are averaging 21% minority and 9% women

THE MODERN POLICE OFFICER

What we don't want

- Not a “Just the facts ma'am” 1960's style personality
- Not someone with limited life experience
- Not someone with communication problems
- Not a thrill seeker

What we are looking for

- A servant leader
- Someone with life experience who can see other points of view
- Someone with some college preferred
- Someone who can empathize with others
- Someone willing to self sacrifice

WHO IS THE COMPETITION?



HOW MANY JOB OPENINGS EXIST?

- The largest departments with 500 hundred or more officers, the retirement rate increased by nearly 30%. Overall, new police hiring has dropped 5%
- Since 2013, the total number of working sworn officers has fallen by about 23,000
- Chicago is currently down 1,000 officers
- Seattle is down over 250 officers over the last 2 years
- Minneapolis is down over 300
- Huntsville is short approximately 50

WHAT WE ARE DOING

- We have 1 full-time recruiter
- We have a large social media presence, which we are using to market HPD nationwide
- We attend all local Job fairs at colleges and high schools
- We have partnered with local Universities to teach class and have interns do ride-alongs from their programs

WHAT WE ARE DOING

- We have bi-monthly workouts for local interested applicant
- We supply out of state applicants with suggested workouts
- We accept most required documents online and grant online interviews
- We work with local partners to advertise through word of mouth, radio and television ads

APPLICATION PROCESS

- Apply online HuntsvilleAL.gov/joinourforce
- Take physical agility test
- Oral interview
- Background packet submission
- Polygraph test
- Job offer
- Psychological test & Basic Aptitude test
- Medical screening

APPLICATION PROCESS

- This process takes several months to complete
- The physical test, psychological test, basic aptitude test, background investigation and medical screening are all dictated by the State of Alabama

TESTING PROCESS

- Physical agility test required by the State
- Interview panel by Police departmental staff
- Polygraph test
- Basic aptitude test required by the State
- Psychological test required by the State
- Medical exam required by the State

BACKGROUND

- Criminal and driving history
- Work and education history
- Reference check both personal and professional

JOB OFFER

- Our Police Academy can accommodate 30-40 cadets
- Average number of job offers is 24
- Average graduating class is 18-20

TRAINING

- The State of Alabama Police Academy requires 13 weeks of training. HPD Academy requires 19 weeks and includes additional required course
- State of Alabama requires 12 hours continued training. HPD requires minimum of 24 with most officers receiving over 40 hours, even during COVID-19
- HPD leads the State in CIT training

Huntsville Police Cadets are held to higher standards than any where else in the state and these expectations continue after graduation

POLICIES

- All city of Huntsville Employees are held to the same standards as outlined in the Employee Handbook
- All employee files are treated the same as required by law
- These files are released by court order
- If an officer leaves HPD via termination or under investigation, we contact APSOT and freeze their commission so they can't go to another Police agency

UPHOLDING STANDARDS

2015 – 2021

- 16 employees resigned under investigation
- 10 employees were terminated
- 17 of the 26 (total) left between 2019 and 2021
- Most of these incidents were actions reported by other officers or supervisors; not complaints

THANK YOU



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