



## CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT NO. 2004

### "Police Department Staffing"

#### BOARD OF SUPERVISORS' RESPONSE

**FINDINGS** – *California Penal Code Section 933.5(a) requires a response to the designated findings of the Grand Jury.*

- F6. Recruiting officers is challenging due to fewer applicants who meet the required hiring standards and complete the rigorous testing process.**

Response: **Agree.**

- F7. Negative perceptions of policing and the availability of less dangerous job opportunities contribute to fewer applicants for law enforcement positions.**

Response: **Agree.**

- F8. Each Contra Costa police agency (except those that contract with the Sheriff's Office) conducts its own recruiting program to attract potential applicants.**

Response: **Agree.** Each city police agency is a separate legal entity distinct from Contra Costa County each with their own separate governing body (i.e. City Council) and unique recruitment and hiring practice.

**RECOMMENDATIONS** - *California Penal Code Section 933.05(b) requires a response to the designated recommendations of the Grand Jury.*

**R1. The Board of Supervisors should consider identifying funds to develop a countywide outreach program to attract more applicants to police agencies in Contra Costa County, by June 30, 2021.**

Response: **The recommendation will not be implemented because it is not warranted or is not reasonable.** Each law enforcement agency has their own unique recruitment and hiring practice, along with corresponding budgets for recruitment efforts. Consolidating several unique recruitment practices and policies across several law enforcement agencies into a consolidated countywide outreach program is not economically feasible.