



**Olympia Police Department
Training / Hiring Office**

M E M O R A N D U M

TO: Chief Rich Allen
FROM: Sergeant Jason Winner
DATE: 10-08-2021
SUBJECT: Lateral Police Officer Minimum Qualification Change

Proposed Change: Lateral Police Officer Minimum Qualification Change from 2 years of active service to "Academy Graduate."

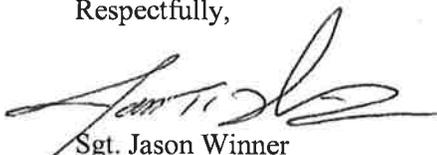
Background:

The Olympia Police Department changed the lateral requirements of a Police Officer from "Academy Graduate" to requiring two-years of service several years ago. This was pre-COVID and before our recent hiring freeze, which left us behind in our recruiting efforts. In addition, the current climate has changed to a much smaller pool of candidates and public safety testing (PST) lowering the amount of in-person testing done. As such, the Olympia Police Department is in constant competition for competitive candidates. In addition, we are experiencing one of the largest staffing shortages in the department's history. A new-hire recruit must adhere to a background investigation that takes upwards of 4-6 weeks, after they have spent nearly 2-3 months in the testing phases before performing in an oral board process. After their date of hire, they experience 4-6 weeks waiting for an academy date, which then take 5 ½ months to complete. As such, a newly testing candidate can't be expected to begin on-the-job training for up to 8 months after their initial application.

Many Police Officers are applying for multiple agencies through PST in order to get hired to become certified and several have expressed a 1st choice desire to work for the Olympia Police Department. The hiring freeze left us with over a year of candidates that were not tested. Furthermore, the current background investigation process allows for ample research the candidates history, as does their track record of learning in the academy. As such, this proposed change saves up to 8 months of recruiting, hiring and training. Additionally, each candidate would still experience a probationary period that nullifies an argument that they must have proven work-history since the risk is the same with this candidate as it would be for a new-hire that was recruited by OPD originally.

My recommendation is to change the minimum qualification standards for a lateral Police Officer back to "Academy Graduate" to further benefit the department and our recruiting efforts.

Respectfully,


Sgt. Jason Winner
Training and Hiring

- OK WITH ME.
- NEEDS TO BE
PRESENTED TO
CIVIL SERVICE

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