



**DATE: FEBRUARY 14, 2023**

**TO: HONORABLE CITY COUNCIL**

**FROM: POLICE CHIEF ANDREW BINDER**

**SUBJECT: POLICE DEPARTMENT RESPONSE TO IPA RECOMMENDATIONS**

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RECOMMENDATION 1: PAPD should consider revising its interviewing process – without sacrificing its need to remain nimble – to obtain community input on potential candidates.

*The Department agrees with this recommendation and will consider opportunities for inclusion of community stakeholder input on potential candidates during the hiring process.*

RECOMMENDATION 2: PAPD should remain committed to attracting potential applicants with varied experience and backgrounds, and it should engage in proactive outreach efforts to introduce law enforcement as a viable career option for women, people of color, and other underrepresented segments of the community.

*The Department agrees with this recommendation and will continue broaden recruiting outreach efforts.*

*On December 5, 2022, the City of Palo Alto Council approved the police department's request to allocate \$90,000.00 Salary and Benefits and \$20,000.00 Recruiting from COPS (State of California Citizen Options for Public Safety) grants funds directed towards recruiting efforts.*

*The following excerpt is from the staff report:*

*Supplemental Recruiting Activities for Front Line Officers (\$90,000 Salary and Benefits and \$20,000 Recruiting) – Palo Alto does not traditionally budget for recruiting activities. The activity is funded by other means such as salary savings, Budget Stabilization Reserve or, in this case, from the COPS funding. The team responsible for recruiting front line police officers is not funded in the budget. Regular FTE staff will attend recruiting events on overtime. This will also fund the travel and lodging required to attend recruiting events to attract and hire front-line law enforcement staff.*

RECOMMENDATION 3: PAPD should explore new, potentially viable ways of making the profession attractive to individuals across a range of family and lifestyle contexts, particularly if they can enhance the retention of female officers.

*The Department agrees with this recommendation and will explore viable ways to make the profession more attractive.*

RECOMMENATION 4: PAPD should consider adapting is current practice of finding temporary civilian assignments for new hires by incorporating elements of community service where practicable.

*The Department agrees with this recommendation.*