

# ACCPD

## Recruitment and Hiring Plan 2018

Every employee of the ACCPD is encouraged to recruit new officers. There is a potential to receive a \$750.00 bonus paid to any ACCPD employee that recruits a person and is awarded based on 3 stages of the first year of employment that the recruit successfully completes. Your name must be listed by the applicant on the original application to receive this bonus.

As you may know, the changes in the rank structure have affected the hiring process. Certified officers that have at least two years of experience as a POST Certified Peace Officer and capable of meeting other requirements within the first 6 months of employment can apply for Officer First Class. Certified officers that do not meet these minimum standards must apply for entry police officer. The big change for 2018 is that we will receive all applications within two weeks of being submitted to Human Resources. We contact these certified applicants as soon as we get their applications and set up a Physical Agility Testing date. Throughout 2018 the PAT will be offered on the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday of every month; one of the requirements for advancement in the new rank structure is passing an annual PAT and all personnel will have an opportunity to register for any scheduled PAT date.

The GPSTC Athens Academy begins classes quarterly during the year which provides us with a distinct timeline for hiring non-certified applicants. Therefore the ACCPD will be hiring non-sworn officers four times each year; employment start date will be three weeks prior to the academy start date. This clearly defined timeline allows the applicant to know where they are in the process.

Currently we are interviewing and testing applicants for the next academy start date, 30 March and applications are closed for that academy. The ACCPD is now accepting applications for the 6 July academy start date; the last date for conditional offers for this academy will be 1 June.

The timeline in this document is only up to the end of 2018 but we will be updating the posted timeline on our website at the end of each academy cycle. Posting the timeline on our social media and Website will keep applicants (**and you**) informed. It is our strong belief that keeping people informed during the hiring process will help retain quality applicants that may also be looking at other agencies.

<http://www.athensclarkecounty.com/6547/Current-Jobs> is the link to the Human Resources Website for job postings, applications for sworn and preservice will be accepted year round.

The current ACCPD demographic make-up of personnel is not in perfect balance with the demographic make-up of Athens-Clarke County and most likely never will. The goal is to be closer to a demographic balance; however, the low percentage of minority applicants is a significant factor in the hiring process. The following information is from the 2010 Census and has been updated with some data as of 2016.

<b>Demographic</b>	<b>Estimate</b>
Population	123,912 (2015 estimate)
University of Georgia Enrollment (Spring 2016)	35,162 (Fall 2016)
Median Age	26.2 years old
Gender	47.5% male / 52.5% female
High school graduates (age 25 and up)	85.5%
Bachelor's degree (age 25 and up)	39.3%
Poverty (all ages)	37.8% (individuals)
Median household income	\$33,060
Unemployment (GA Department of Labor, October 2017)	4.1%

**Racial Makeup**

White	65.4%
Black	27.5%
Hispanic or Latino	10.6% (may be any race)
Asian	4.5%
Other	1.3%

Athens-Clarke County is the 19th most populous of Georgia's 159 counties and 5th most populous of Georgia's 535 cities

Taken from the ACC Website <http://www.athensclarkecounty.com/105/Demographics>

The current Demographics of sworn members of ACCPD are as follows.

Racial Make-up

<u>White</u>	<u>Males 173 (72%)</u>	<u>Females 19 (8%)</u>	<u>Total 192 (80%) (+24%)</u>
<u>Black</u>	<u>Males 21 (9%)</u>	<u>Females 5 (2%)</u>	<u>Total 26 (11%) (-17%)</u>
<u>Hispanic</u>	<u>Males 5 (2%)</u>	<u>Females 1 (.5%)</u>	<u>Total 6 (2.5%) (-8%)</u>
<u>Other</u>	<u>Males 2 (1%)</u>	<u>Females 1 (.5%)</u>	<u>Total 3/1.5% +.5%</u>
<b>Total</b>	<b>Males 201 (84%)</b>	<b>Females 26 (11%)</b>	

Athens-Clarke County Police Department - Demographic Chart - Athens-Clarke County, Georgia – December 6, 2016 – January 11, 2017  
Prepared by J. Stewart

This graphic does not include the 14 current openings and percentages are rounded.