



Public Safety Staffing & Recruitment Update

City Council Agenda #19

AGENDA #19

Strategic Goal Alignment

- 2.1 Maintain standing as one of the nation's top safest cities
- 2.2 Strengthen community involvement in resident safety
- 2.3 Increase public safety operational efficiency
- 2.4 Improve motorist safety and traffic management solutions
- 2.8 Implement effective code enforcement strategies to reduce nuisances, enhance visual appearance and improve overall health and safety
- 6.1 Recruit and retain a skilled and diverse workforce
- 6.4 Implement leading-edge practices for achieving quality and performance excellence
- 6.5 Deliver services timely and efficiently with focus on continual improvement
- 7.2 Improve competitiveness through infrastructure improvements impacting the quality of life



Expanded Investment in Public Safety



Staffing

- Since the summer of 2015 (FY 2016) the Police and Fire budgets have increased by over \$70 million
- Police staffing plan to add a net increase of 300 Officers began in FY 2016
- Additional investments include the Crisis Intervention Team and an increase 911 Communicators

Fleet/Capital Replacement

- Implementation of set-aside (pay-go) funding to minimize use of debt
- Current budget includes \$7.8 million for fleet and capital replacement

2019 Public Safety Bonds

- \$167.3 million, or 40%, of the total \$413.1 million in bonds have been issued



El Paso Fire Department

Recruitment , Projections,
and Training Excellence





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- 1. Diverse Opportunities & Results**
- 2. Collaborations**
- 3. Fire Training Academies & Training Excellence**
- 4. Public Safety Communicator Recruitments, Academies, & Training Excellence**



The most valuable **investment**
ever is in **people**.

Jean-Jacque Rousseau

Genevan writer, philosopher of the enlightenment and composer

Programs



Professional Standards

Health & Safety

Emergency Response

Professional Development

Office of Emergency Management

Special Operations

- Hazmat
- Water Rescue
- ComSAR
- Special Rescue
- De-Con Team
- ARFF

Community Health

Community Risk Reduction

Fire Marshal

- Code Inspectors
- Arson Investigators



Community Risk Reduction

- Smoke Alarm Installations
- Home Evacuation Plans
- Child Passenger Safety (car seat installations & inspections)



Community Risk Reduction

Immunizations for Health

Over 43,000 Vaccinations

- 2,853 Flu Shots
- 40,867 Vaccinations

(FY2020 to present)



Maintenance, Repair, and Continued Investment

Repair Program Savings - \$460,896

(FY2017 – FY2021)

6 restroom additions

3 weight rooms

(FY2015 – FY2021)

\$2.7 Million annual investment

Fire Apparatus & Ambulances



...

Excellence in Collaboration



El Paso Fire
Department



El Paso Department of
Public Health



El Paso Animal
Services

Collaborating With El Paso Animal Services

Microchip Readers

Helping pets find their way home to their owners. Reducing workloads on Animal Control Officers and the shelter.



Collaborating With El Paso Animal Services

Other collaborations..

- Adoption events at fire stations.
- Community Smoke Detector and Microchip Campaign (MLK).
- Firefighters and Furry Companions calendar.



Collaborating With Department of Health

Oversight and Coordination

- Covid-19 testing & vaccination sites
- Pop up vaccination sites
- Powerflu events
- Mobile integrated team for home vaccinations and testing
- Covid-19 hotline



Fire Recruitment

El Paso Fire Department – Do you have what it takes?



911 – What is the address of your emergency?



Most Recent Academies

Class 98

1,696 applicants

May 10, 2021 - 45 FFTs Started

November 21, 2021 - 41 Graduated

Class 99

Previous list used

August 9, 2021 - 48 FFTs Started

Currently 30 in class



Current Staffing and Projections

FY22 – 945 FTEs
45 Vacancies

Projections:

	FY22	FY23	FY24	FY28
FTEs	945	945	976	1007
Station 36		31		
Station 38			31	
Station 40				31
Total	945	976	1007	1038



Planned Fire Academies

Class 99

30 FFTs - Current

Graduation February 11, 2022

Class 100 – January 31, 2022

35 FFTs

Expected graduation: August 12, 2022

Class 101 – August 15, 2022

35 FFTs

Expected graduation: February 24, 2023



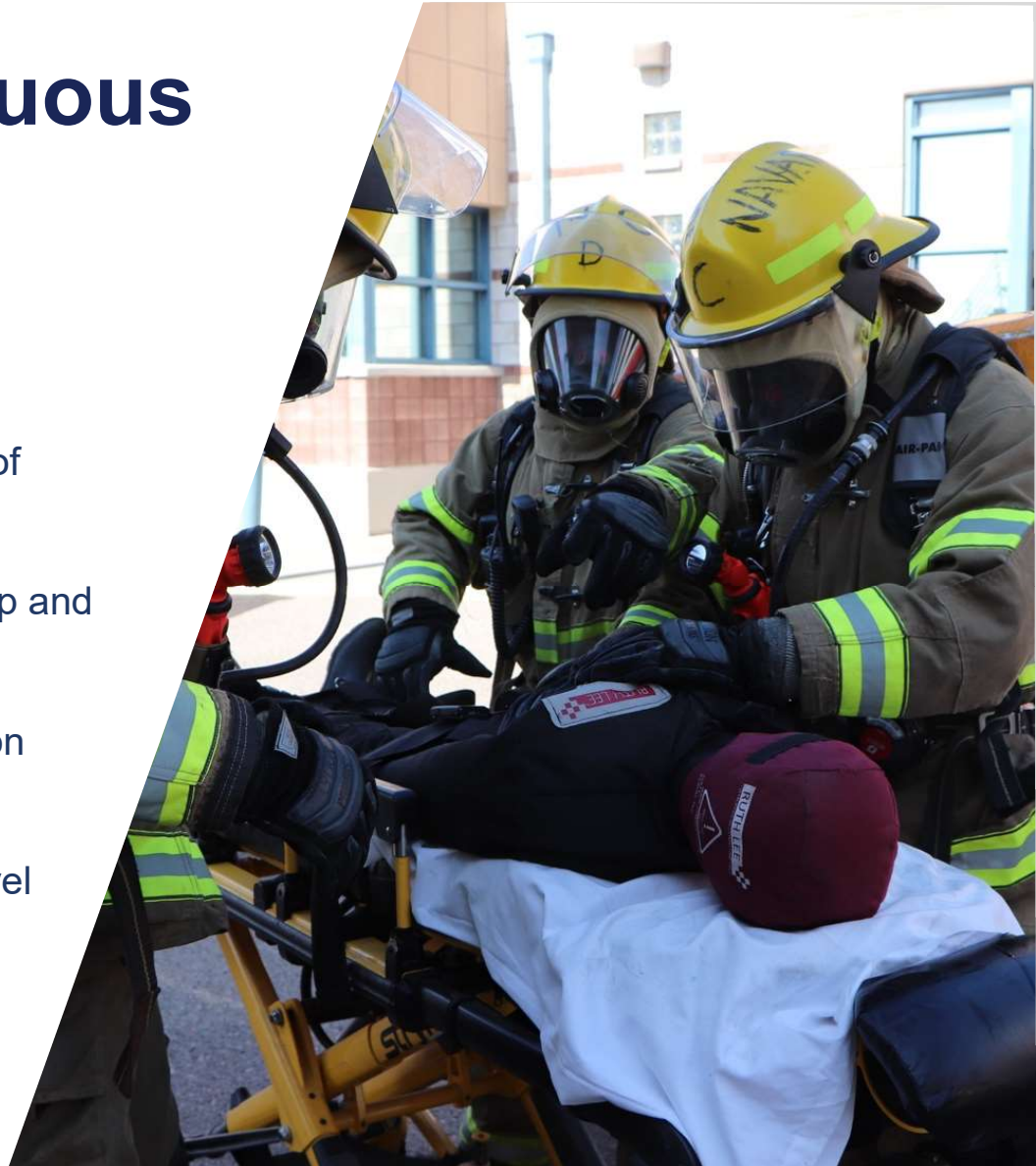
Professional Certifications

- Texas Commission on Fire Protection (TCFP) – Structural Firefighter Certification
 - Each course consists of classroom, practical application skills, and field internship hours.
- Department of State Health Services (DSHS) and National Registry of Emergency Medical Technicians (NREMT) – Emergency Medical Technician Basic Level (EMT-B)
 - Each course consists of classroom, skills lab, clinical hours, and field internship hours.



Excellence and Continuous Development

- EMT certified at the National Level (NREMT)
- 1.5 mile run times of 12 minutes or less
- Fire Ground Performance Evaluation (FGPE) time of 5:37 minutes or less.
- Entry level course of the EPFD's internal Leadership and Supervision Program – L180
- TCFP Firefighter & HAZMAT Operations Certification
Pass rate = 100%
- NREMT Emergency Medical Technician Basic –Level
Pass Rate = 100%



911 Regional Communication Center



Increased Compensation

August 2021

Entry level salary is \$20 per hour



Improved Recruitment Process

Continuous recruitment, expedited processing time



Training

LSS Project to improve training process

Public Safety Communicator

	March 2020	October 2020	August 2021	January 2022
FTEs	117	117	124	124
Filled	107	115	97	90
Vacant	10	2	27	34

Previous Academy Classes

Class 15

12/2/2019 – 10 Trainees Started

6/2/2020 – 6 Graduated

Class 16

3/2/2020 – 12 Trainees Started

9/2/2020 – 8 Graduated



Public Safety Communicator

Recent Academy Classes

Class 17

11/16/2020 – 6 Trainees Started
5/16/2020 – 3 Graduated

Class 18

5/17/2021 – 4 Trainees Started
11/17/2021 – 3 Graduated

Class 19

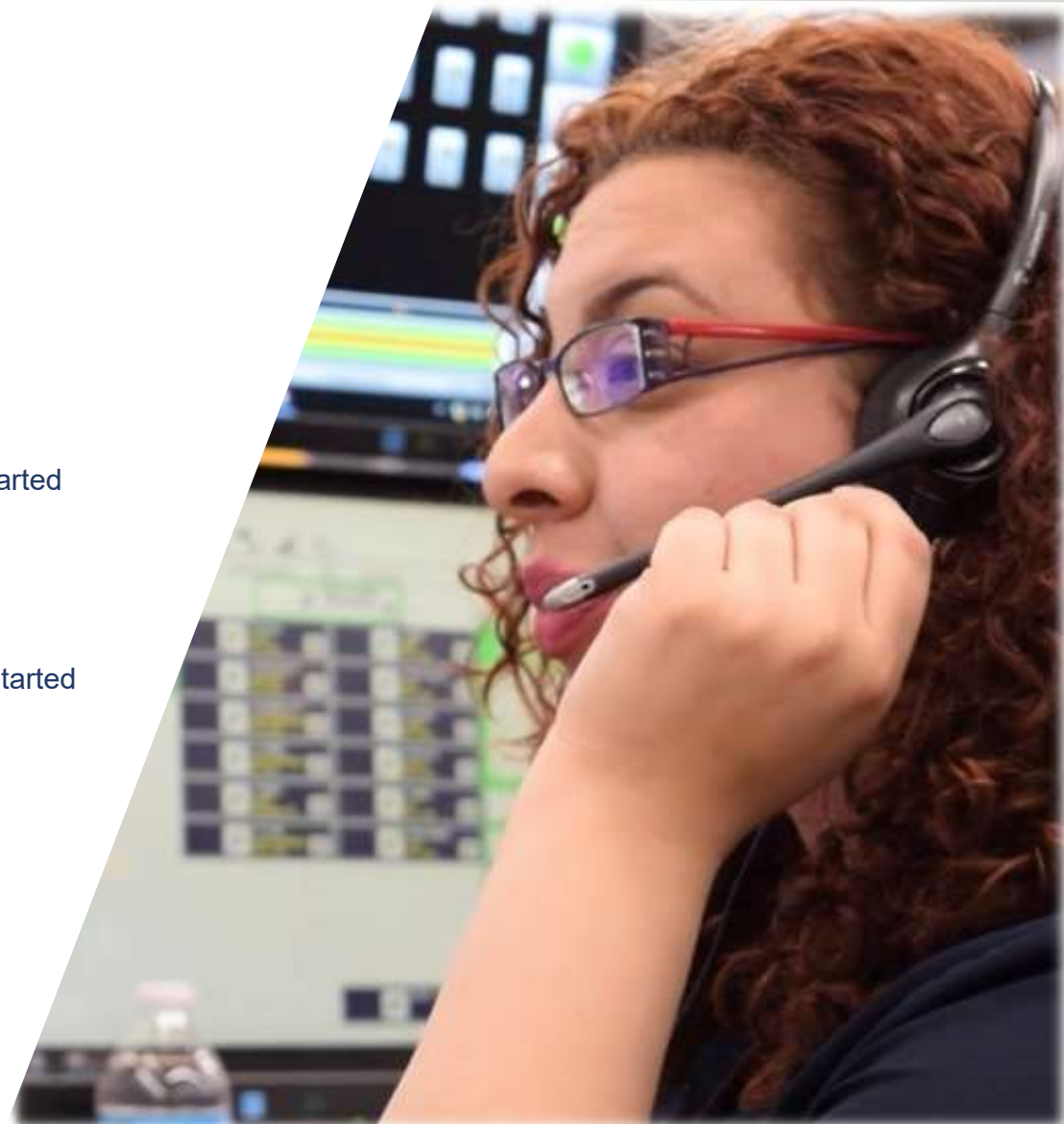
8/23/2021 – 13 Trainees Started
2/23/2022 – 6 Currently

Class 20

11/29/2021 – 9 Trainees Started
5/29/2022 – 8 Currently

Class 21

2/21/2021 – Currently 8 going through process



El Paso Fire Department Training Excellence - Communications

Professional Certifications

- Criminal Justice Information Services (CJIS)
- International Academies of Emergency Dispatchers (IAED) Fire, Medical, and Police
- Texas Crime Information Center & Texas Law Enforcement Telecommunications system (TCIC/TLETS)
- CPR Certification

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PRIDE

Professionalism, Respect, Integrity,
Duty, Excellence



METRICS

Academics, Practical Application Skills,
Strong Moral Character



IREAP

Integrity, Respect, Excellence,
Accountability, People



El Paso Police Department

Recruitment , Projections, and Training Excellence

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- 1. Police Recruitment & Outreach Strategies**
- 2. Training Academy Outcomes & Upcoming Training**
- 3. Staffing & Process Improvements**



POLICE RECRUITMENT



THE STATE OF RECRUITMENT: A CRISIS FOR LAW ENFORCEMENT



RECRUITMENT BY THE NUMBERS

Across the United States, there are approximately 18,000 law enforcement agencies spanning federal, state, local, and tribal levels. These agencies have more than 1 million employees, of which approximately 70% are sworn officers and 30% are non-sworn, civilian employees.¹

According to the U.S. Bureau of Labor Statistics, despite an increase in the raw number of law enforcement jobs, a more considerable growth in U.S. population has actually led to a slow decline in the ratio of residents to police officers.² As a result, officers are responsible for serving more people—often with fewer resources.

In order for police agencies to match an adequate number of officers to the growing population, many agencies are routinely looking to hire additional individuals.

Though it is challenging for many agencies to reach or maintain 100% of their staffing levels, it should be a goal of the field to come as close as possible to adequately staffing officer ranks. Research shows that operating below authorized staffing levels leads to low officer morale and job satisfaction. This is also true if employees perceive the agency to be understaffed.³

The IACP survey found that the challenge of recruiting law enforcement is widespread and affects agencies of all types, sizes, and locations across the United States.

In addition, the survey results clearly demonstrated that the challenges of recruitment are having a direct impact on the way law enforcement agencies are managed by law enforcement executives. Half of the responding agencies (50%) reported having to change agency policies in order to increase the chances of gaining qualified applicants.

Beyond highlighting the challenges of identifying and hiring qualified recruits, the survey also shined a light on how consistent understaffing of an agency taxes existing resources and personnel. Of even greater concern is the impact that the recruitment crisis – and the related understaffing of agencies – is having on the ability of agencies to provide certain services. A quarter (25%) of the responding agencies reported having to reduce or eliminate certain agency services, units, or positions because of staffing difficulties.



1 Bureau of Labor Statistics, U.S. Department of Labor, "Police and Detectives," *Occupational Outlook Handbook*, <https://www.bls.gov/ooh/protective-service/police-and-detectives.htm> (accessed June 12, 2019).
 2 Shelley Hyland, *Full-Time Employees in Law Enforcement Agencies, 1997-2016*, Statistical Brief NCJ 251762 (Bureau of Justice Statistics, August 2018), <https://www.bjs.gov/content/pub/pdf/ftelea9716.pdf>.
 3 Jon Shane, "Organizational Stressors and Police Performance," *Journal of Criminal Justice* 38, no. 4 (June 2010): 807-818.

WHAT IS DRIVING THE RECRUITMENT CRISIS?

Reports from surveyed agency executives tend to fall into two categories: (1) factors that are problematic within the current applicant pool and (2) factors that may explain why certain types of candidates are or are not applying to work in law enforcement.

Issues most frequently cited by survey respondents were that there is a low number of individuals applying to agency vacancies and that, among those who do apply, the quality of the applicants is often poor.⁴ It is not uncommon for applicants who appear to be strong candidates to fail a background check or divulge disqualifying information later in the hiring process. Additionally, agencies in regions where multiple law enforcement agencies are geographically close often find themselves in fierce competition to attract and secure the best candidates in the area.

Other key findings from the survey include the following issues.

Generational Differences

Millennials and Generation Z—loosely defined as individuals who range from high school age to their late 30s—are more apt to value work-life balance than their Baby Boomer counterparts. This translates into young people hoping for more flexible hours and guaranteed time off. Mandated overtime and missing holidays with family are less appealing to Millennials and members of Generation Z. Other shifts in U.S. culture, such as student loan debt, child care challenges for complex schedules, and the need for double incomes makes police work a stressful occupation for families today.

There has also been a shift away from people being hired, staying, and retiring from a single agency, or even in the same profession. For younger people, leaving a job after a few years is commonplace, and moving from job to job is often

how younger generation U.S. workers move up the ladder in their careers.

Public Image of Law Enforcement

Agencies strongly believe that public perception of law enforcement limits interest in the profession and is a sizable barrier to effective recruitment.

Scrutiny of the police, cellphone recordings of interactions between the police and public, media coverage, and popular entertainment portrayals of police have led many young people to view police differently than their parents may have.

Overall, a majority of police officers feel their jobs have gotten more difficult since high-profile use-of-force incidents have dominated the national conversation.⁴ Line-of-duty deaths have also become more highly publicized, including the killings of police due to community tension such as the mass shooting of Dallas police officers in 2016.

Each of these factors contribute to the negative perception of policing as a career opportunity for potential recruits.

Hiring Process Challenges

Among IACP survey respondents, issues of applicant quality often coincided with challenges to getting recruits through the entire hiring process. Some agencies noted that passing a background check is a huge barrier in hiring individuals, as is meeting all the necessary criteria to be a police officer.

Furthermore, while the multistage hiring process is helpful for agencies to weed out recruits who do not make the cut, the recruiting process can be long and arduous. Of the respondents to the IACP recruitment survey, 47.5% reported having a hiring process that lasts anywhere from four months to over a year. Depending on the needs of

the applicant, potential recruits may be unable or unwilling to wait that long.

Some agencies have taken to evaluating current policies that could be creating an initial barrier to applicants, such as a no-tattoo policy. Other policies, like strictly disqualifying anyone with a past use of controlled substances, are also starting to be reconsidered. As states begin to decriminalize marijuana, some executives realize that years-old drug use is less indicative of what can make a good police officer than other factors.

Challenges to Civilian Recruitment

While much of the national discussion is centered around police officers, agency operations depend as much on civilian employees as they depend on sworn employees. Given that the qualifications to be a civilian employee will vary depending on the position, recruiting civilians for certain roles may be particularly challenging.

Approximately 30% of respondents experience moderate to major challenges in recruiting for non-sworn positions. Of all types of civilian employees, agencies reported that dispatch positions are among those most difficult to fill.

IMPACT ON THE PROFESSION

If law enforcement agencies continue to lose officers without bringing in a number of qualified recruits to replace them, communities will soon begin to feel the effects. Longer wait times for calls for service, fewer crimes solved and cleared, and on-duty officers who are burned out and overworked threaten the quality of life in our communities.

If the loss of police officers and employees continues, along with a lack of hiring, agencies will continue to take on more strain at both the organizational and individual levels. As vacancy numbers increase, officers become overworked and burned out. In an era when the epidemic of police suicide and importance of officer mental wellness are starting to be recognized, thoughtful hiring and workforce retention become more and more important. Law enforcement agencies need to thoughtfully amend recruitment and hiring practices without lowering the standards for officers that communities have come to expect.

Clearly, the difficulty in recruiting law enforcement officers and employees is not due to a single reason or even a handful of reasons. Agencies will have to tailor solutions to their communities to ensure appropriate candidates are considered. Additionally, in order to maintain a healthy, satisfied workforce, agencies must be mindful of the things their employees prioritize, both while on and off duty. Amending or implementing policies and incentives that reflect people's priorities may be a huge leap forward in improving overall agency culture. Police leaders, working with their governing bodies, have the opportunity to improve recruitment outcomes.

This improvement occurs through innovative policies, new approaches to recruiting, and incentives for employees where they count.

⁴ Rich Morin et al., *Behind the Badge: Amid Protests and Calls for Reform, How Police View Their Jobs, Key Issues and Recent Fatal Encounters between Blacks and Police* (Pew Research Center, 2017), <https://www.pewsocialtrends.org/2017/01/11/behind-the-badge>



Police Recruiting & Testing





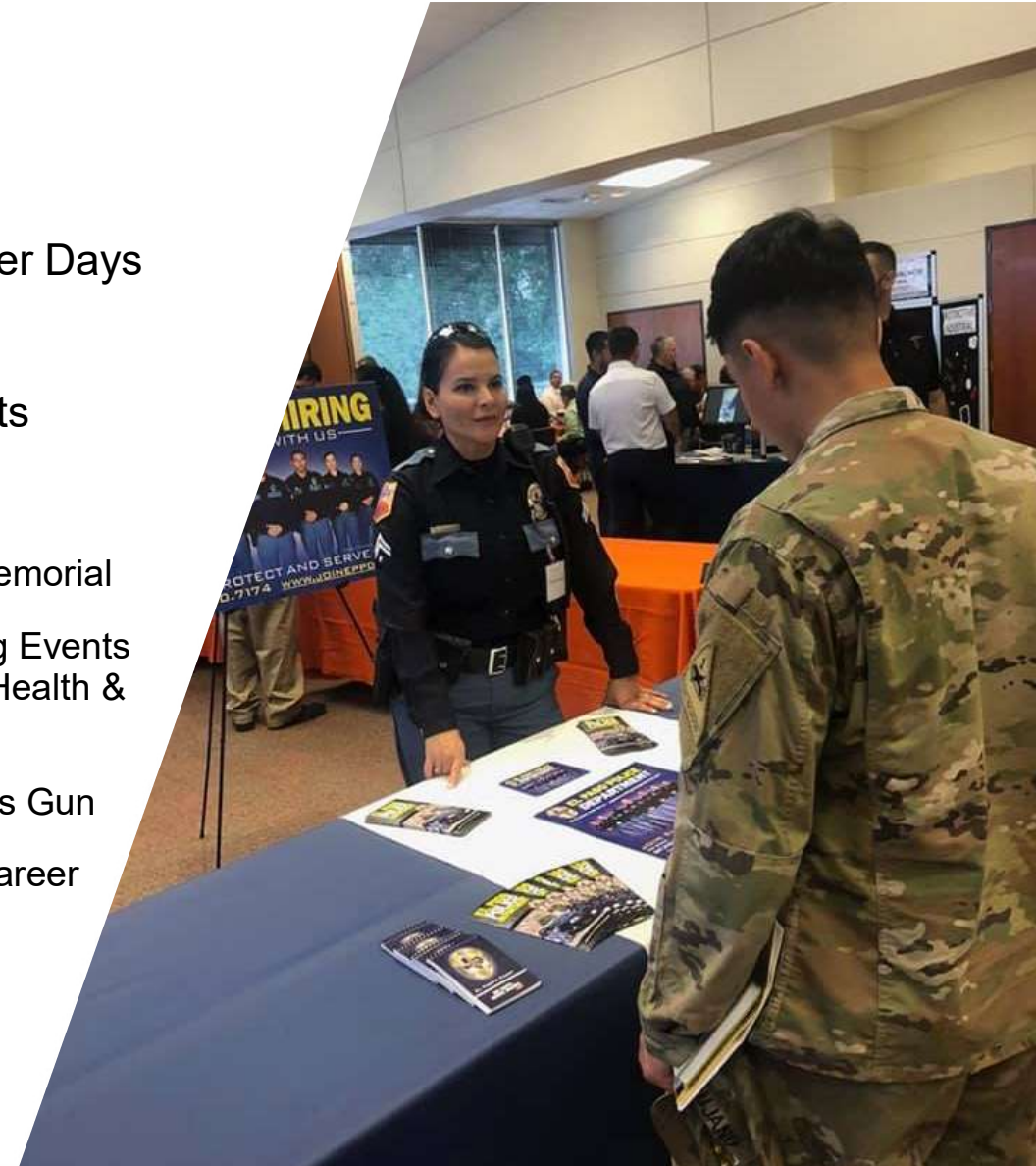
EPPD RECRUITMENT VIDEO

- <https://youtu.be/KCEUYmuzwpQ>



In-Person Recruitment

- University/College
 - UTEP
 - EPCC
 - NMSU
- Ft Bliss
 - Soldiers for Life Program
 - Army Community Service Hiring Fair
 - Transition Assistance Program
 - Texas Workforce Commission
- High School Career Days
- Law Enforcement Explorer Post Visits
- Other Events
 - Fallen Officer Memorial Car Show
 - USBP Recruiting Events
 - City of El Paso Health & Safety Fair
 - Reliant Job Fair
 - El Paso Shriner's Gun Show
 - Western Tech Career Day





WE'RE HIRING

POLICE TRAINEE

BASIC REQUIREMENTS

1. 21 years old by date of graduation from the EPPD Training Academy (you can apply when you are 20)
2. 12 college credit hours from an accredited university. College hours are waived if you have 2 years of prior active military service
3. Current and valid Driver's License
4. Not having been convicted of any combination of 3 or more moving violations and/or at fault motor vehicle accidents in the preceding 36 months



WWW.JOINEPPD.COM

PRINT BASE MEDIA RECRUITMENT

- Traditional & Digital Bill Boards
- Posters at University Career Centers
- Police Vehicle Decals – “JoinEPPD.COM”
- University News Paper Print Ads
 - UTEP
 - EPCC
 - NMSU

EPPD RECRUITING – Internet Based

- JoinEPPD.COM
- Policeone.com
- TCOLE Website Job Board
- Social Media
- University/College Career Boards



SOCIAL MEDIA

11:29 📶 LTE 🔋

< EL PASO POLICE DEP... 🔍

Posts About Photos ▾ Mentions

 **EL PASO POLICE DEPARTMENT** ✓ ⋮
Posted by Carlos Arellano
6d · 🌐

El Paso Police Department recruiting team at Ft. Bliss every Tuesday. Apply today: <https://www.joinepd.com>



Reach More People With This Post ✕
People are boosting posts like "El Paso Police Depar..." to reach more people. Try boosting this post.

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POLICE RECRUIT APPLICATION FIGURES

127 th Academy Class	
Budgeted to Start	35*
Applied:	2,619
Start Date:	February 17, 2020
Graduation Date:	October 26, 2020
Started Academy:	45
Graduated:	34

128 th Academy Class	
Budgeted to Start	45
Applied	2,021* 2 recruitments due to COVID shutdown
Start Date:	April 14, 2021
Graduation Date:	February 28, 2022
Started Academy:	45
Graduated:	Currently 35 in class

129 th Academy Class	
Budgeted to Start	65
Applied	1,444
Start Date:	September 13, 2021
Graduation Date:	July 25, 2022
Started Academy:	34
Graduated:	31 currently in class

130 th Academy Class	
Budgeted to Start	31**
Applied	1,837
Start Date:	July 25, 2022
Graduation Date:	February 2023*
Started Academy:	35 projected
Graduated:	

*Budgeted 35 but started with 45 attempt to graduate budgeted 35 officers.

**130th budgeted of 31 difference from the budget 65 – 34 actual starting class.



TCOLE Statistics

- Peace Officer Licenses 78,255
- Active TCOLE Agencies & Training Providers:
 - 2,729 – Agencies
 - 115 - Academies



TCOLE Personal History Statement

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IMPORTANT INFORMATION

TCOLE Personal History Statement Template Instructions

The attached Personal History Statement (PHS) is intended as a sample of what TCOLE considers to be the minimum information necessary to meet the required background investigation (BI) for any law enforcement licensee appointed to an agency, as defined under TCOLE Rule 211.1(a)(8).

Agency administrators may add additional information or agency identifiers without deletion or elimination of any information in this document. They may also decide at which stage in the pre-appointment process the PHS/BI will be completed as long as it is done before the applicant is appointed. The objective is to help the agency's chief administrator to make an informed decision based on factual and verifiable information.

The PHS/BI is an auditable document which must be retained along with all other required TCOLE appointment documents through the licensee's employment and five (5) years after he or she leaves the agency. For training academies, the record must be retained for five (5) years from the last date at the academy.

TCOLE RULES

Chapter 217

Chapter 217: Enrollment, Licensing, Appointment, and Separation

§217.1. Minimum Standards for Enrollment and Initial Licensure.

- (a) In order for an individual to enroll in any basic licensing course the provider must have on file documentation, acceptable to the Commission, that the individual meets eligibility for licensure.
- (b) The commission shall issue a license to an applicant who meets the following standards:
 - (1) minimum age requirement:
 - (A) for peace officers and public security officers, is 21 years of age; or 18 years of age if the applicant has received:
 - (i) an associate's degree; or 60 semester hours of credit from an accredited college or university; or
 - (ii) has received an honorable discharge from the armed forces of the United States after at least two years of active service;
 - (B) for jailers and telecommunicators is 18 years of age;
 - (2) minimum educational requirements:
 - (A) has passed a general educational development (GED) test indicating high school graduation level;
 - (B) holds a high school diploma; or
 - (C) for enrollment purposes in a basic peace officer academy only, has an honorable discharge from the armed forces of the United States after at least 24 months of active duty service.
 - (3) is fingerprinted and is subjected to a search of local, state and U.S. national records and fingerprint files to disclose any criminal record;
 - (4) has never been on court-ordered community supervision or probation for any criminal offense above the grade of Class B misdemeanor or a Class B misdemeanor within the last ten years from the date of the court order;
 - (5) is not currently charged with any criminal offense for which conviction would be a bar to licensure;
 - (6) has never been convicted of an offense above the grade of a Class B misdemeanor or a Class B misdemeanor within the last ten years;

- (7) has never been convicted or placed on community supervision in any court of an offense involving family violence as defined under Chapter 71, Texas Family Code;
- (8) for peace officers, is not prohibited by state or federal law from operating a motor vehicle;
- (9) for peace officers, is not prohibited by state or federal law from possessing firearms or ammunition;
- (10) has been subjected to a background investigation completed by the enrolling or appointing entity into the applicant's personal history. A background investigation shall include, at a minimum, the following:
 - (A) An enrolling entity shall:
 - (i) require completion of the Commission-approved personal history statement;
 - (ii) verify that the applicant meets each individual requirement for licensure under this rule based on the personal history statement and any other information known to the enrolling entity; and
 - (iii) contact all previous enrolling entities.
 - (B) In addition to subparagraph (A) of this paragraph, a law enforcement agency or law enforcement agency academy shall:
 - (i) require completion of a personal history statement that meets or exceeds the Commission-approved personal history statement;
 - (ii) contact at least three personal references;
 - (iii) contact all employers for at least the last ten years, if applicable;
 - (iv) contact the chief administrator or the chief administrator's designee at each of the applicant's previous law enforcement employers; and
 - (v) complete criminal history and driving records checks.
- (11) examined by a physician, selected by the appointing or employing agency, who is licensed by the Texas Medical Board. The physician must be familiar with the duties appropriate to the type of license sought and appointment to be made. The appointee must be declared by that professional, on a form prescribed by the commission, within 180 days before the date of appointment by the agency to be:
 - (A) physically sound and free from any defect which may adversely affect the performance of duty appropriate to the type of license sought;
 - (B) show no trace of drug dependency or illegal drug use after a blood test or other medical test; and
 - (C) for the purpose of meeting the requirements for initial licensure, an individual's satisfactory medical exam that is conducted as a requirement of a basic licensing course may remain valid for 180 days from the individual's date of graduation from that academy, if accepted by the appointing agency;



POLICE ACADEMY Overview



Basic Peace Officer Course Training

**Previous
TCOLE
Hours
Required:**

643 Hours

**Previous
Additional
Hours EPPD
Standard:**

597 Hours

**Total BPOC
Training
Hours:**

1,240 Hours

**Current
TCOLE
Hours
Required**

696 Hours

**Current
Additional
Hours EPPD
Standard:**

946 Hours

**Total BPOC
Training
Hours:**

1,642 Hours

PRE-SERVICE (Police Academy)

- Basic Peace Officer curriculum:
 - **696 hrs.** of mandatory training
 - Provides basic tools to become police officers
 - Prepares for “Field Training Officer Program”
- **42 subjects** required by the State
- **42 additional** departmental courses added
- **946 hours** of departmental training (*defensive tactics, stress management, use of force, less lethal options, mental health, etc.*)

One of the longest academies in the state of Texas at 10 months & 1 week



ADDITIONAL DEPARTMENT TRAINING

- Active Listening
- Active Listening and De-Escalation Techniques
- Alzheimer's
- Anxiety
- Autism
- Children's Mental Health
- Crisis Intervention: Mental Health Response Program
- Emergency Detention Order
- Excited Delirium: Recognition and Response
- Grief: Mental Health Response Program
- Customer Service
- Animal Cruelty
- Defensive Tactics
- Intellectual and Developmental Disabilities: Mental Health Response Program
- Introduction to Mental Illness: Mental Health Response Program
- Medication-Induced Movement Disorders and Altered Mental Status
- Personality Disorders
- Self-Injury: Mental Health Response Program
- Situation Awareness
- Suicide: Mental Health Response Program
- TBI – Traumatic Brain Injury
- Active Shooter
- Canine Encounters
- Crash Reporting & Analysis for Safer Highways



Additional 946 hours Points of Instruction Categories:

- *Defensive Tactics*
- *Stress Inoculation*
- *Use of Force*
- *Duty to Intervene*
- *Tactical Emergency Medical*
- *Personal Development/Self Health*
- *Mental Health*
- *Emotional Intelligence*
- *Communication Skills*
- *Less Lethal*
- *Mandated Certifications*



Scenario Based Training

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- Realistic---taking classroom instruction & applying to everyday patrol encounters
- Receiving a patrol call, radio operations, facilitating the call, report writing and ultimately testifying in mock trials
- Introduces stress and shortens the timeline for realistic decision making
- *Texas Commission on Law Enforcement (TCOLE) has subsequently **adopted the El Paso Model** as the standard for State of Texas*

128th Academy

Started:

April 19, 2021

Graduate:

Feb 28, 2022

129th Academy:

Started:

October 11, 2021

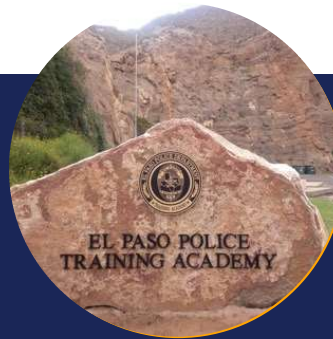
Graduate:

July 25, 2022



128th Class

35 Recruits



129th Class

31 Recruits





2020 In-service Training Hours Provided

- **TCOLE REQUIREMENT:**
 - 40 hours within 24 month Training Cycle
 - Or 45,240 contact hours of training by EPPD Academy

- **EPPD STANDARD:**
 - 140% increase of training hours in 12 months or 96 hours per employee during 12 month Training Cycle
 - Or 108,684 contact hours of training by EPPD Academy





EPPD CODE ENFORCEMENT TRAINING

**Texas
Department of
Licensing
Regulation
(TDLR)**

**Required:
12 Hours w/in
24 month cycle**

**Additional City
of El Paso
Required
5 hours**

**Total TDLR/City
of El Paso
Required:
17 hours**

**Current EPPD
Standard:
48 Hours w/in
12 Months**

**Total Code
Enforcement
Training Hours:
65 Hours/12
Months**



STAFFING

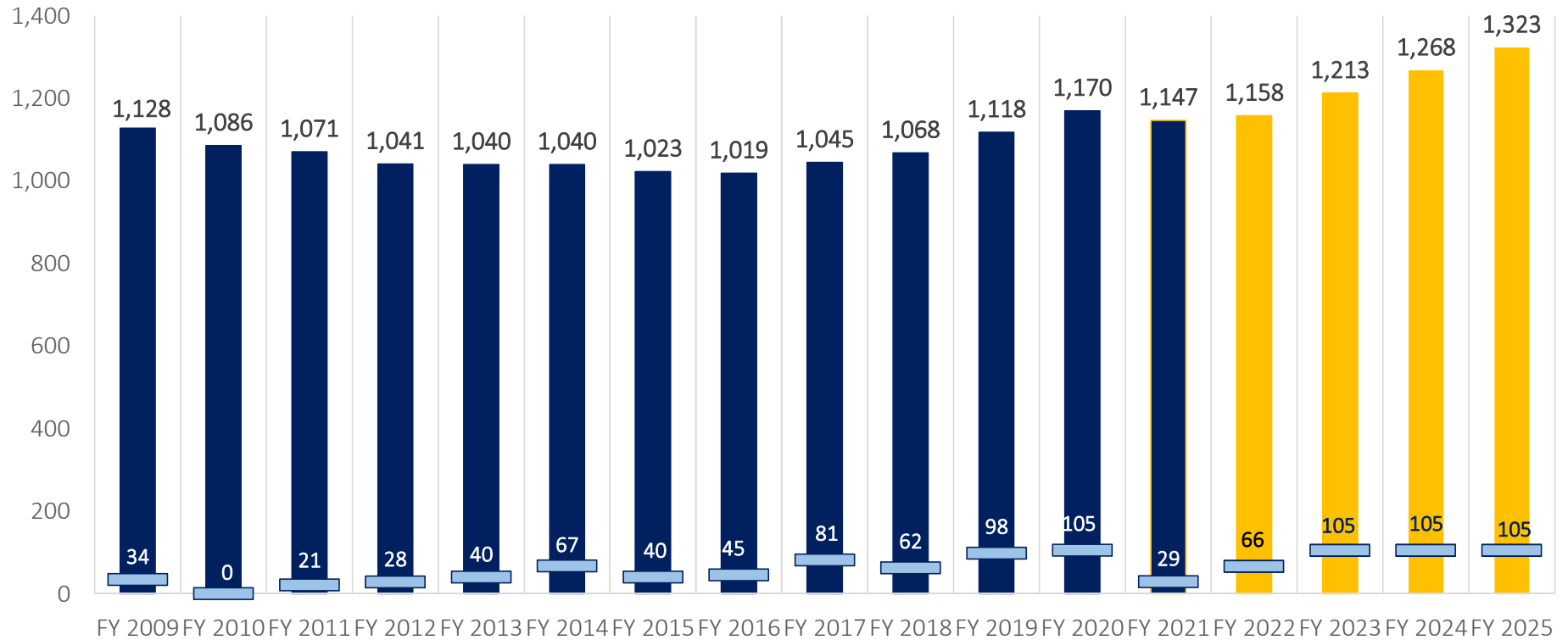


New & Enhanced Program Since 2016

- Animal Cruelty Unit
 - Established 2017
 - 1 Officer, 4 Detectives, 1 Sergeant
- Gang Suppression Unit
 - Established 2017
 - 15 Officers, 2 Sergeants
- Centralized Traffic Units
 - Motors - Est: 2018 1 Lieutenant, 2 Sergeants, 34 Officers
 - High Performance Vehicle –
 - 5 Officers in 2021 &
 - 5 Officers in 2022
 - DWI Task Force – Enhanced: 2018, 17 officers, 3 sergeant &
 - Enhanced: 2021 1 Lieutenant
- Downtown Metro Unit
 - Established 2016
 - 41 Officers, 5 Sergeants, 1 Lieutenant
- Crisis Intervention Team (CIT)
 - Established 2018
 - 14 Officers, 3 Sergeants, 1 Lieutenant
 - 14 EHN Mental Health Specialist



Uniformed Police Staffing and Academy Graduates



*FY 2022 – FY 2025 are estimates (includes assumptions on attrition and number of academy graduates to reach net 300 increase by FY 2025)



PROCESS IMPROVEMENTS

Community Involvement Resident Safety

- Consolidated Nuisance Code Enforcement into EPPD
- Launched Volunteers in Patrol
- Next Door App Outreach



Process Improvements Implemented

- District Court & Police Overtime
- Telephone Reporting Unit
- City & County Workshop - DIMS
- Development of Convenience Store & Open Container Ordinances
- Purchase & Deployment of Technology
 - Mobile Surveillance
 - Gunshot detectors



Process Improvements In-progress

- Municipal Court/PD scheduling improvement
- Traffic & Public Safety Program
- Collection of Out of State Parking Citations





QUESTIONS?



Mission

Deliver exceptional services to support a high quality of life and place for our community



Values

Integrity, **R**espect, **E**xcellence,
Accountability, **P**eople



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government

