

PUBLIC SAFETY TASK FORCE



Introduction:

Mayor Mark R. Holland

Opening Comments:

Darryck Dean, Department of Justice

Presentation by Leadership Team:

Rev. Jimmie Banks

Bill Miller

David Smith

Public Safety Recruitment Task Force Background Information

<i>November 21, 2013</i>	Fire Recruit Graduation 42 graduates, no African Americans and one woman Only 31% from Wyandotte County High Schools
<i>December, 2014</i>	Mayor meets internally with staff County Administrator, Fire Chief, and Human Resources
<i>January 20, 2014</i>	Martin Luther King, Jr. event Mayor announces commitment to address recruiting Mayor reaches out to US Attorney Grissom
<i>February 25, 2014</i>	State of the Government Mayor Commits to bring in Department of Justice
<i>April 23, 2014</i>	Data Gathering with Department of Justice
<i>July 11, 2014</i>	Data Gathering with Department of Justice
<i>August 9, 2014</i>	Michael Brown shooting in Ferguson, Missouri
<i>August 26, 2014</i>	Data Gathering with Department of Justice
<i>August 28, 2014</i>	Public Announcement of Process
<i>Sept. & Oct. 2014</i>	Commissioners Appoint Representatives
<i>December 11, 2014</i>	First Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>January 28, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>February 5, 2015</i>	Public Safety Public Hearing- Commission Meeting
<i>February 17, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>April 13, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>May 21, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting

Mayor's/Department of Justice Public Safety Recruitment Task Force

Leadership Team

Mayor Mark Holland

Rev. Jimmie Banks- *Chairperson*

Darryck Dean- *DOJ Facilitator*

Irene Caudillo

Bill Miller

Gordon Criswell

David Smith

Maureen Mahoney

Renee Ramirez

KCK Education

KCK-Dr. Cindy Lane

Donnelly- Msgr. Stuart Swetland

Piper- Tim Conrad

Bonner- Dan Brungardt

KCKCC- Dr. Doris Givens

Turner- Dr. Michelle Hubbard

Ward- Fr. Tom Schrader

KCKCC- Deryl Wynn

Commissioners Appointees

Commissioner Murguia – Nathan Barnes

Commissioner Kane-Self

Commissioner Maddox- Jehrome Randolph

Commissioner Philbrook- Chuck Stites

Commissioner Walker- Bill Rogers

Commissioner Markley- Benjamin Josh Hyatt

Commissioner Townsend- Granville O’Neal

Commissioner McKiernan- Alvin Sykes

Commissioner Walters- John D Rios

Other Task Force Team Members

Richard Mabion - NAACP

Doug Bach-UG

John Paul Jones- KCKFD

Henry Couchman- Legal Dept. UG

Craig Duke- KCKFD

Kevin Steele- KCKPD

Jason Banks- UG

William Barajas – Latino Peace Officers Association

Terry Zeigler- KCKPD

Jennifer Jewett- KCKFD

Scott Kirkpatrick- KCKPD

Cecilia Ysaac-Belmares- Community Volunteer

Don Ash – Sheriff

Winfred Manning-IAFF Local 64

Karen Jones- PRIDE

Trudy Hall- Community Volunteer

David Toland- Sheriff

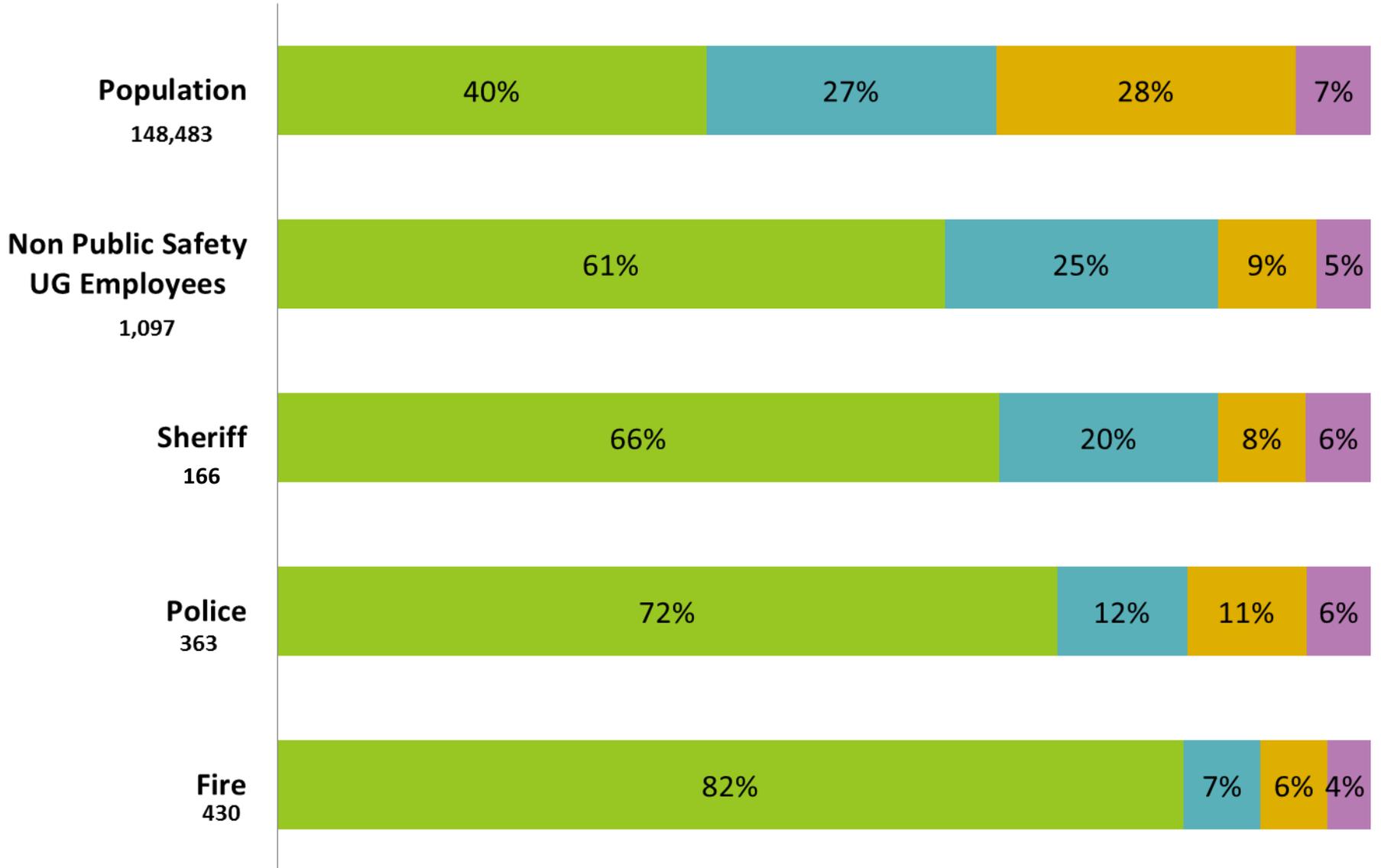
Ellen Hanson

Mark Bundy- KCKPD

Jonathan Westbrook- Black Police Officers Association

Public Safety Comparison

White Black Hispanic Other



Public Safety Comparison

■ Male ■ Female

Population
148,483



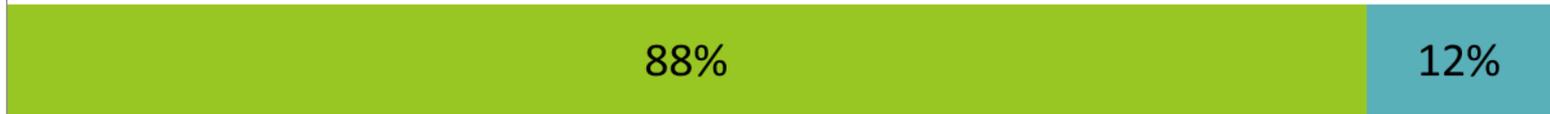
**Non Public
Safety UG
Employees**
1097



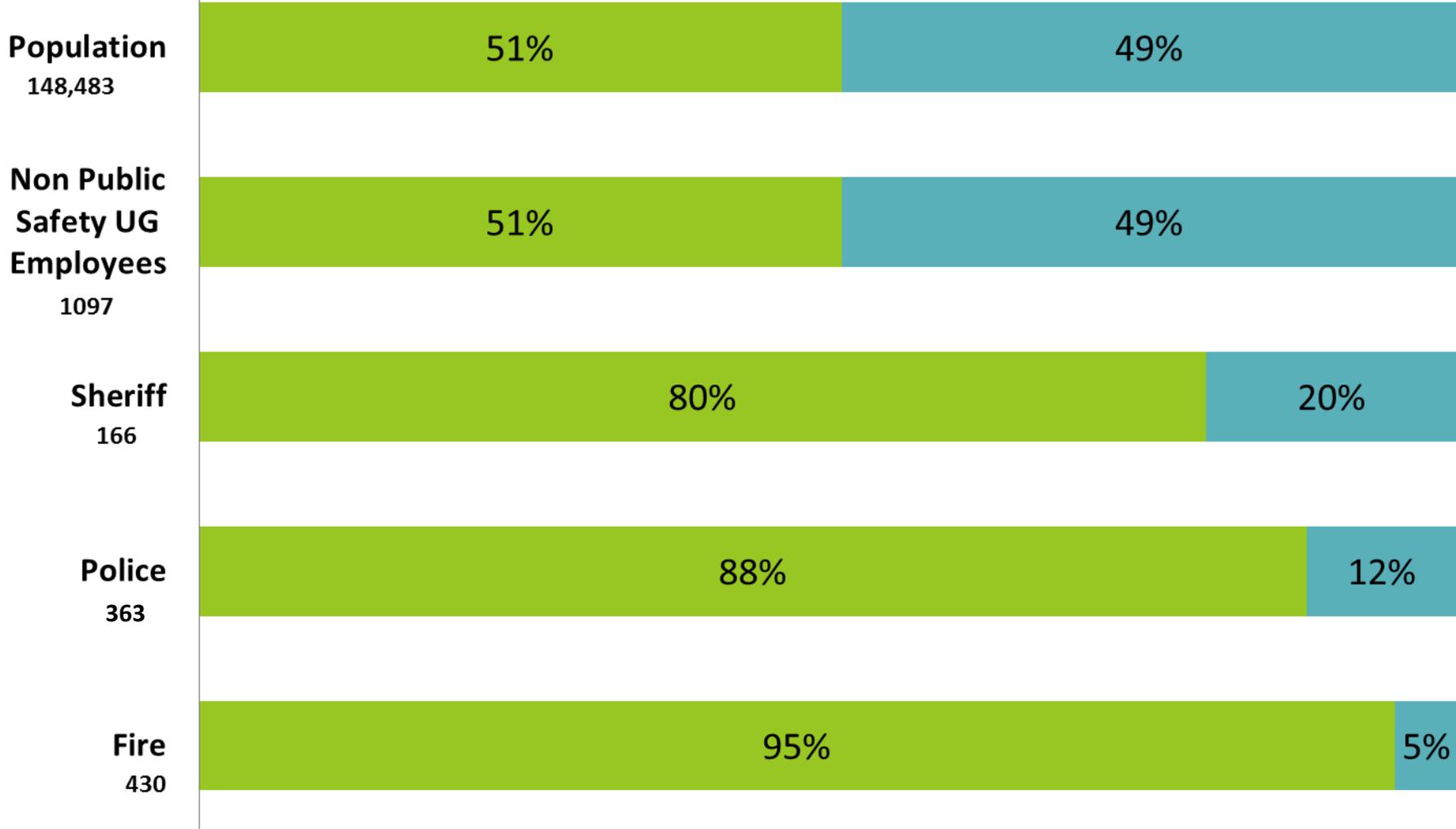
Sheriff
166



Police
363



Fire
430



Public Safety Taskforce Recommendations

Recruitment

Hiring

Promotions

**Long Term
Oversight**

RECRUITMENT

Recruitment

Human Resources
Driven
Recruitment to
increase
opportunities for
all throughout
Public Safety

- Publicly post all disqualifiers
- Increase Recruitment Budget (2015/2016 Proposed)
 - Recruitment efforts year round
 - Dedicated recruiters chosen by Chiefs and Sheriff
 - Recruiting Literature, dated (on line and hard copies)
- Enhanced web & technical support for HR
- Increase Partnerships with All School Districts/KCKCC/Donnelly

Recruitment

Redesign Cadet Program for Police, Fire, Sheriff

- Salary, benefits, tuition reimbursement
- Available FTEs
- Establish plan design for Sheriff's department- staff time
- Establish training within department
- Mentoring throughout cadet program- staff
- Accelerated Timelines

Recruitment

Reduce Age for KCKFD
from 21 to 19

Allow Legal Permanent Residents
to apply for KCKFD

HIRING

Hiring

Human Resources Driven Hiring throughout Public Safety

- Small academy classes for Public Safety
- Validate testing standards
 - Psychological
 - Physical Agility
 - Written
 - CVSA
- Provide Voluntary Orientations for Agility training
- Enhanced web & technical support for HR

Hiring

Establish Physical
Agility test for
Sheriff's Department

Remove EMT as prerequisite
to hire in KCKFD

- Hire first, provide path to EMT certification after

Provide Applicants who receive a COE
(Conditional Offer for Employment) explanation
if COE is withdrawn (get a signed release of
information)

PROMOTIONS

Promotions

Human
Resources
Driven
Promotions
throughout
Public Safety

- Remove contract and LOU language that drive testing dates
- HR oversight for all promotional testing
- Review Physical Agility exams for validation

Internal Pathway
to Paramedics
Certification

LONG TERM OVERSIGHT

Long Term Oversight

Ongoing training on ethnic, gender and LGBT sensitivity

Human Relations Commission or other structure

- Accountability
- Transparency
- Disallow Nepotism/Patronage
- Monitor/Validate Testing

Increase Public Safety presence in all Wyandotte County schools