

Pleasanton Police Department  
**Community Advisory Board**  
Tuesday March 22, 2022  
Remillard Room

Department Attendees: Chief David Swing, Captain Kurt Schlehuber, Captain Larry Cox, Lieutenant Roy Gamez, Sgt. Chris Lewellyn, Administrative Assistant Kim Monfort

CAB Members in Attendance: Tim Barley, Tonya Bass, Gary Davila, Bill Foley, Erica Gallegos, Pinky Mukherjee, Puneet Pamma, Raffiq Rajabali, Melanie Sadek, Sylvia Tian, Soraya Villasenor (Via Zoom: Jennifer DeGroat-Penney)

Absent: Latasha Jefferson, Gene Litvinoff, Ediambolo Lokoto

## **I. Chief's Welcome**

Chief Swing welcomed everyone to the meeting and introduced the newest CAB member Pinky Mukherjee. He also introduced Lt. Roy Gamez, who oversees recruitment for the Pleasanton Police Department and Sgt. Chris Lewellyn who oversees the department's Personnel and Training Unit.

## **II. Police Department Update**

Chief Swing shared information regarding two events that occurred in February, 2022.

- a. Traffic Collision on Hopyard Road and Clorox Way – Feb. 14, 2022.  
Command staff provided an overview of the collision and the status of the case.
- b. Officer Involved Shooting, 4899 Willow Road – Feb. 17, 2022  
The group viewed the critical incident video. Chief Swing advised that criminal investigations are being conducted by the Alameda County District Attorney's office and the Pleasanton Police Department. Pleasanton PD is conducting an Administrative Investigation of the Incident as well. The criminal investigations could take between 8-18 months to complete.

## **III. CAB Priorities – Recruitment and Retention**

- a. Overview of Hiring Process and Candidates  
Chief Swing shared that the Pleasanton Police Department currently has six police officer vacancies. Due to this staffing shortage, several motor officers have been pulled off the streets to assist patrol. Twenty vacancies are possible during the

next two years. Given that recruitment and retention are such an important priority for the department, Chief Swing placed the item on today’s agenda.

Sgt. Lewellyn gave the group an overview of the department’s hiring process outlining each of the following steps:

- Preliminary interview
- Pre-offer assessment (began using in Nov. 2020)
- Background and polygraph
- PD review and approval
- Chief’s interview
- Conditional job offer
- Psychological and Medical Testing (scheduled by Human Resources)
- Final offer of employment

The process takes several months. Sgt. Lewellyn distributed hiring statistics for Police Recruit, Academy Graduate and Lateral Police Officer for the years 2020 and 2021. As the table shows, very few make it through this selection process.

**2021**

Column1	Applications	Pre-Offer	Background	Hired
Recruit	26	8	3	1
Academy Grad	76	14	6	1
Lateral	23	7	6	2

**2020**

	Applications	* Pre-Offer	Background	Hired
Recruit	261	8	5	2
Academy Grad	89	3	6	0
Lateral	35	0	5	4

b. Department Diversity/Challenges

Chief Swing spoke about recruitment challenges the department is facing. Fewer individuals are choosing law enforcement as a career. Hiring is very competitive among agencies. The department continuously strives for a diverse workforce, reflective of the community it serves.

c. Current and Planned Recruitment and Retention Strategies

Lt. Gamez leads the department’s recruitment team and spoke about their current and planned recruitment strategies. The team is diverse and reflects a cross-section of the department. Lt. Gamez stated that the team recruits at numerous events including local community events such as Farmer’s Market, Good Guys; at community events outside of the area, and at non-traditional events like Pride, Chinese New Year, and Cinco do Mayo. They target racially and culturally

diverse markets and recruitment material is targeted to those markets as well. The team has expanded outreach efforts through partnerships with media, community groups, citizen academies, local colleges and universities and the military. They are active on social media and a recruitment website is in development. Lt. Gamez shared the team's tagline: "Be part of a community that supports you".

d. Discussion and Ideas

Chief Swing solicited ideas and suggestions from CAB to increase/enhance department recruitment and retention efforts. Lots of suggestions and discussion followed to include:

- Having Linked-In Profile
- Start community support team
- Participate in community organizations
- Supports for officer success
- Attending national conferences
- Presentations at community colleges
- Start youth pipeline, cadet program
- Get involved in programs unique to Pleasanton
- Visit youth service clubs
- Recruit at military facilities, Camp Pendleton

CAB also suggested testing the value of "carrots". Explain how Pleasanton is unique in terms of community, schools, culture; share department incentives such as tuition reimbursement, and find out what is attractive to target audiences.

Capt. Cox initiated a discussion on the perception of law enforcement (as a career) among different cultures. CAB offered valuable insight from their perspective.

#### **IV. Meeting Schedule**

Based on the results of the CAB member poll, most prefer to meet monthly. The next CAB meeting is scheduled for Tuesday, April 26<sup>th</sup>.

Meeting adjourned at 8:30 pm.