

## City of Garden Grove

### INTER-DEPARTMENT MEMORANDUM

To: Matthew J. Fertal  
From: Joseph M. Polisar  
Dept: City Manager  
Dept: Police Department  
Subject: OVERNIGHT TRAVEL  
Date: March 25, 2008

#### OBJECTIVE

To obtain approval for one City employee to attend a career recruitment fair coordinated by the IACP (International Association of Chiefs of Police) at the National Law Enforcement Exploring Conference at Colorado State University, Fort Collins, Colorado. The event is being held July 21-23, 2008.

#### BACKGROUND

The Garden Grove Police Department has made the recruitment and hiring of qualified police officers one of the highest priorities for the department over the next few years. One of the goals for the department for 2008 is to hire 25 police officers and 12 civilians. IACP is coordinating a three-day career fair to attract potential police recruits and lateral police officers. The Garden Grove Police Explorer Post has attended every National Exploring Conference since 1988 and has attended these career fairs. This career fair reaches approximately 500-600 police officers and 3,500 police explorers each year.

#### DISCUSSION

The career fair is a great recruitment tool to reach potential candidates for employment. There are currently approximately 15,000 police officer vacancies in the State of California, and many of the California agencies are vying for the same candidates in the same candidate pool. This makes it extremely competitive for agencies to hire qualified candidates.

This out-of-state recruitment fair will give us the opportunity to reach a larger pool of candidates from outside of California. Many of the police officers and police explorers attending this event are from outside of California. Garden Grove Police has the ability to hire out-of-state lateral police officers and assist them in qualifying as police officers for the State of California.

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By hiring lateral police officers from within California and outside of California, this reduces the cost of training and will allow lateral officers to start working sooner. Out-of-state lateral officers will only have to attend a three-week equivalency course instead of attending a six-month police academy. Lateral officers bring experience that will help with their careers here at the Garden Grove Police Department.

## FINANCIAL IMPACT

The total approximate cost for one City employee to attend the career fair at the conference is \$1,500, which includes transportation, registration fees, meals and lodging. Funds from Package 6600 (Police Administration) will be used as the funding source.

## RECOMMENDATION

It is recommended that City Council:

- Approve the request for one City Employee to attend the career recruitment fair coordinated by the IACP (International Association of Chiefs of Police) at the National Law Enforcement Exploring Conference at Colorado State University, Fort Collins, Colorado July 21-23, 2008.

JOSEPH M. POLISAR

Chief of Police

By: Carl Whitney  
Sergeant