



ARLINGTON COUNTY, VIRGINIA

**County Board Agenda Item
Meeting of January 26, 2008**

DATE: January 4, 2008

SUBJECT: Virginia Department of Criminal Justice Services FY 2008 Byrne Justice Assistance Grant Program: (Continuing Programs only) - Recruiting and Retention of Minority Criminal Justice Personnel

C. M. RECOMMENDATION:

1. Authorize the County Manager to accept \$11,510 in competitive grant funds from the Virginia Department of Criminal Justice Services (DCJS) (101.364900.31202.0000.MR08.0000).
2. Appropriate \$11,510 in grant fund revenue and expenditures to the Police Department (101.438400.31202.0000.MR08.0000) (101.431300.31202.0000.MR08.0000) (101.483010.31202.0000.MR08.0000) for costs associated with the DCJS program in FY 2008.

ISSUES: This grant award is continuation funding of an existing Police Department program designed to advance the recruitment and hiring of minority police officers and no issues have been identified.

SUMMARY: The Police Department has been awarded \$11,510 in State funds based on a proposal submitted to DCJS which outlined a strategic plan to continue its efforts to identify and attract minority applicants interested in pursuing a career in law enforcement with the Police Department. Funding will be used to increase the Department's participation in recruitment trips to historically black colleges and universities, to attend job fairs that offer maximum exposure to potential minority recruits, and to purchase media advertising specifically focused on reaching minority audiences.

BACKGROUND: The Virginia Department of Criminal Justice Services (DCJS) has made available federal grant funds to support the continuation of the Recruiting and Retention of Criminal Justice Professionals. Funds for this grant come from money allocated to Virginia through the Edward Byrne Memorial Justice Assistance Grant Program (JAG).

DISCUSSION: In 2007 the Police Department was awarded \$14,758 in grant funding from DCJS to enhance the recruitment and hiring of minority criminal justice professionals and experienced encouraging results related to its minority recruitment efforts.

County Manager: _____

Staff: M Douglas Scott, Chief of Police

Funding was used to send officers from the Personnel & Recruitment Unit to minority job fairs and employment events at institutions that are considered Historically Black Colleges, to place advertising in media (newspapers, magazines, and internet) specifically focused on reaching minority audiences, to purchase a contemporary display booth featuring minority officers in the performance of their duties, eye-catching employment brochures developed to draw increased attention and interest, and transportable testing materials allowing regular onsite testing at recruiting events.

Grant funding in 2007 augmented the Department's targeted recruitment efforts resulting in over 160 documented contacts with prospective minority candidates, 36 of who decided to take the police entrance exam. Accordingly, nine new hires can be directly attributed to DCJS grant funded recruitment visits and the Police Department has exceeded its goal of hiring ten minority officers in 2007.

Based on the Police Department's project implementation and performance under the 2007 grant DCJS is making additional funding available in 2008 to allow the Department to continue its minority recruitment efforts. According to recent population statistics, 35.3% of Arlington County residents are considered minority (Black, Hispanic and Asian). Currently the Police Department has an authorized strength of 366 officers, 78 of which are considered minorities, this equates to 22% of the force. The Police Department's minority hiring goal in 2008 is to add ten additional minority (Black, Hispanic, and Asian) officers, raising the percentage to 25% of the total force, by continuing to recruit at minority oriented colleges and employment functions as well as expanding advertising specifically focused on reaching minority audiences. Accepting DCJS grant funding would also be consistent with Arlington County's Equal Employment and Affirmative Action Plans to achieve the highest level of affirmative action possible.

With the awarded funds, the Department will undertake the following initiatives.

- Attend employment functions at eight Historically Black Colleges and Universities with Criminal Justice Programs. Also, attend two recruiting events at John Jay University (New York City) to appeal to qualified Hispanic and Asian recruits. Grant funds will cover associated travel expenses for two officers to attend each event. – (\$5,420)
- Purchase advertising in select Black, Hispanic and Asian media. – (\$8,627)
- Purchase high quality printed fliers to be provided to potential applicants. – (\$800)
- Pay for testing materials and printing costs associated with the Arlington Police Department forms that will be made available at recruitment events. – (\$500)

The total amount for the project is \$15,347. This includes the \$11,510 awarded by DCJS and the Department's matching funds of \$3,837.

Subject: Virginia Department of Criminal Justice Byrne Memorial Justice Assistance Grant
Program: Recruiting and Retention of Minority Criminal Justice Personnel

FISCAL IMPACT: Under this award DCJS will be awarding \$11,510 in funds for the project. Grant funds may be used for no more than 75% of the cost of the project requiring a 25% cash match which will be paid out of the Police Department's operating budget.

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