

**TO:** Community Task Force on Equity, Diversity, and Inclusion  
**FROM:** Garrett Holmes, Police Chief  
**CC:** John Stefanski, Assistant to the City Manager  
**DATE:** March 11, 2021  
**SUBJECT:** Responses to Task Force Member Questions on DPS Recruiting

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1. The ACSO has a new Recruiting Unit that is being spearheaded by our Human Resources Unit. They are exploring all options on recruiting potential candidates from various backgrounds to increase diversity and inclusion. The racial diversity of the Recruiting Unit is very diverse in order to connect with a wide array of ethnically diverse candidates.
2. Interview process for Dublin Police Services.
  - a. The candidate provides a verbal resume, to include but not limited to, where they grew up (Dublin preferred), if they are a military veteran, community service work, work experience prior to becoming a police officer as well as what they have done since being hired, what they know about the City of Dublin and why they want to work at Dublin Police Services. We evaluate a person's agency seniority, prior work assignments and their ability to author clear, concise, and accurate police reports.
  - b. Follow-up is conducted on each prospective candidate with current and past supervisors to ensure their work ethic meets our high standards.
  - c. Evaluations and disciplinary records are checked to safeguard against any problems that were not mentioned by other sources.
3. Recent hires at Police Services includes one Hispanic female records clerk, an Asian patrol officer and there is an African American officer in the Field Training Program.