



# POLICE DEPARTMENT

Staffing Presentation | August 10, 2021





# MISSION

## MISSION STATEMENT

“To make Wylie a safe place to live, work, and visit”

## CORE VALUES

- Ethics
- Servant leadership
- Hard work
- Positive Attitude
- Support



*Strength. Courage. Valor.*

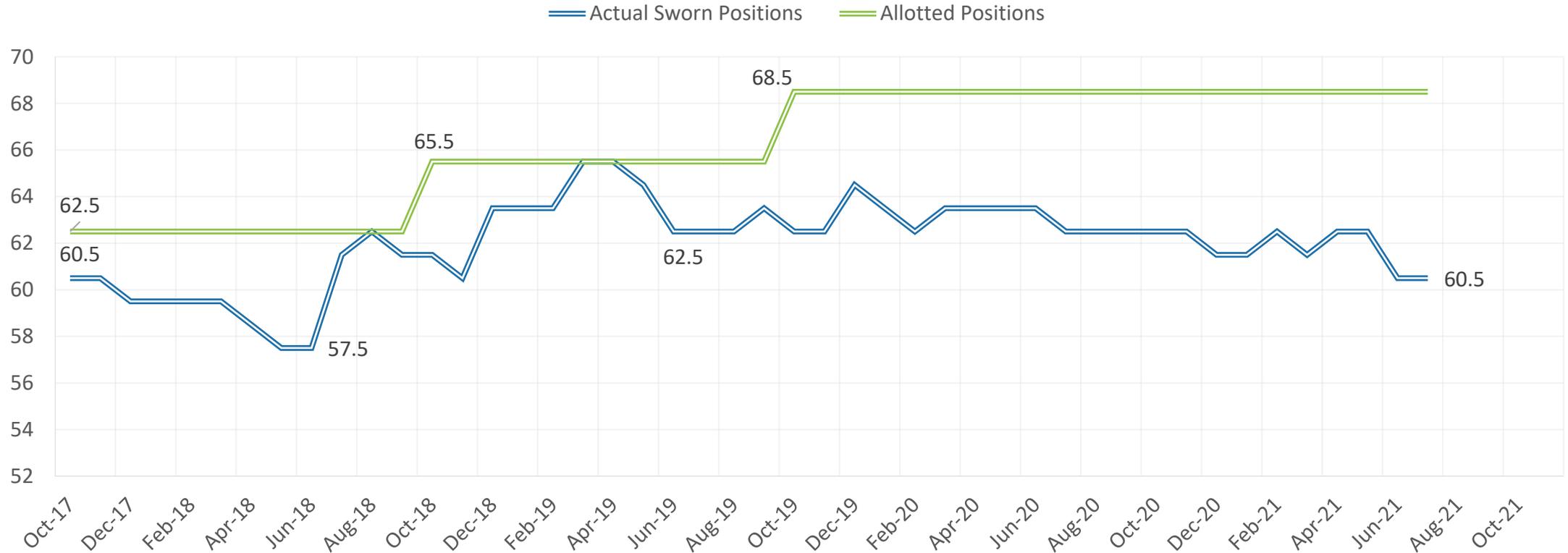




# Wylie PD Staffing

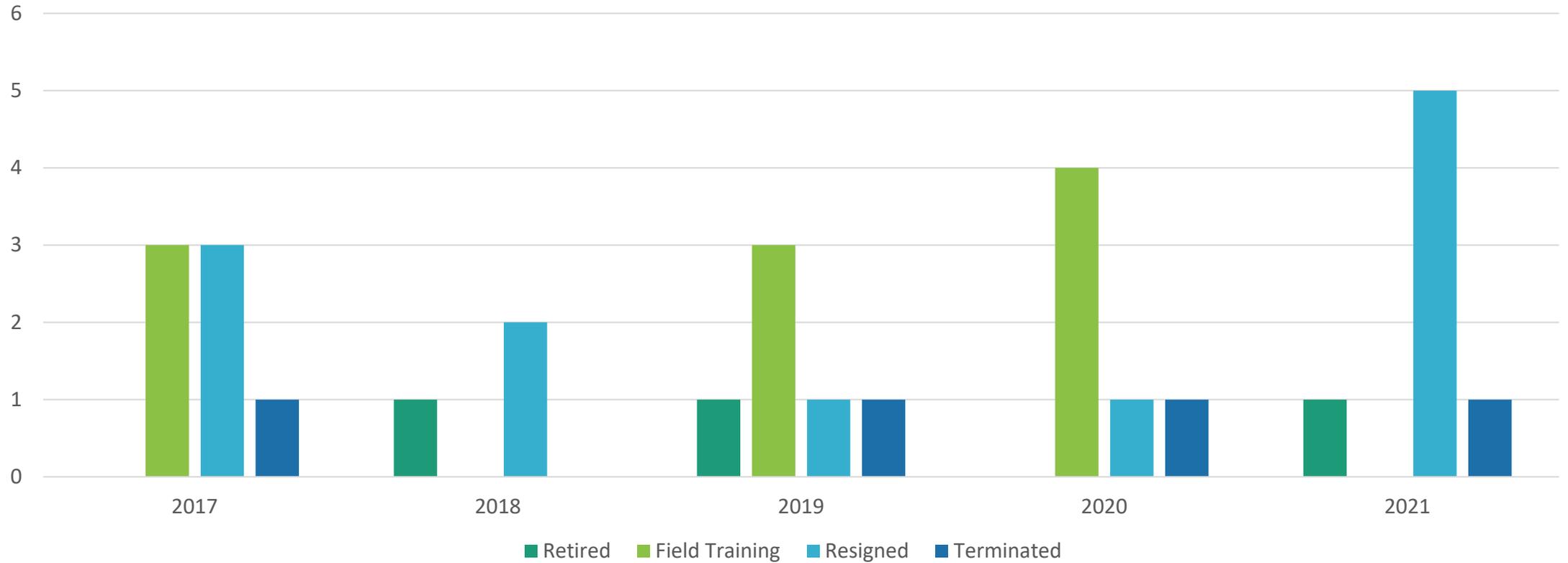


## SWORN PERSONNEL – ATTRITION FROM FY2018-CURRENT



# Reason for Attrition

Chart Title

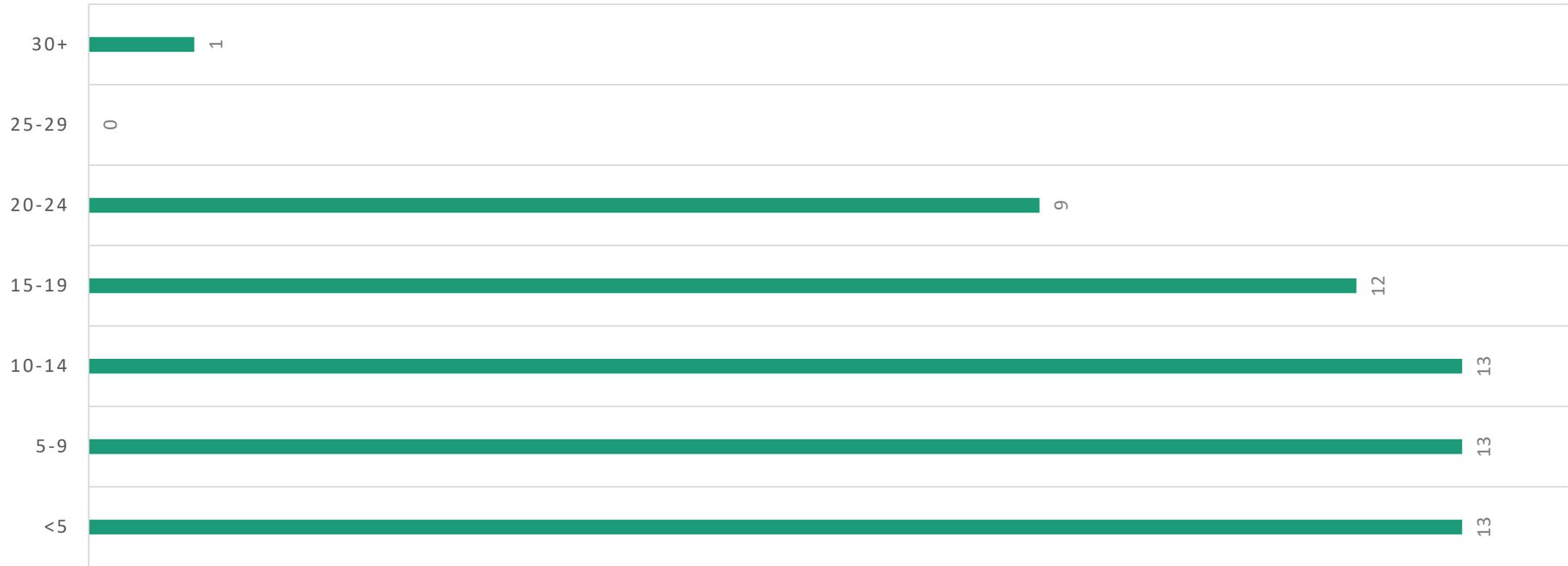




# Years of Service – Sworn Personnel



■ Years of Service





# Internal Survey – Sworn Personnel

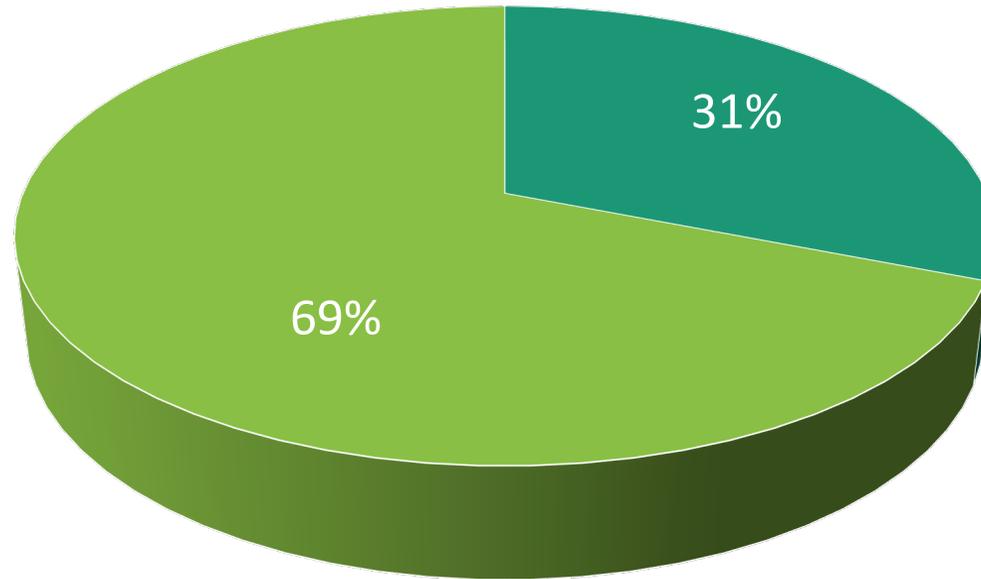


- Conducted an internal Google survey.
- A total of 48 sworn officers participated in the survey.
- Makes up 79% of the current sworn staff.
- Key areas of focus.
  - Current number of officers eligible to retire.
  - Number of officers planning on retiring within the next 10 years.



# Current Eligibility

Currently eligible to retire?

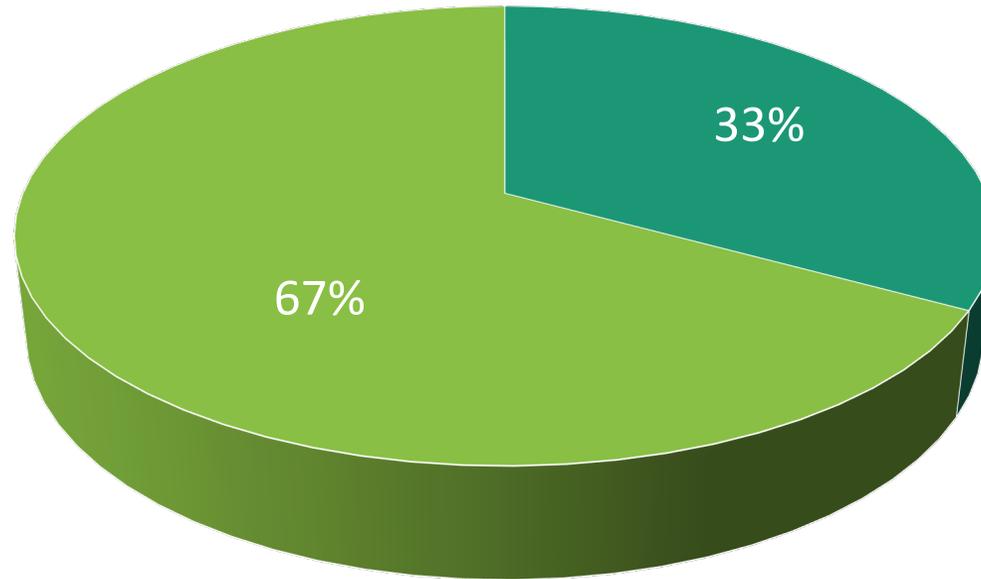


■ Yes ■ No



# Planning on Retirement

Currently planning to retire?

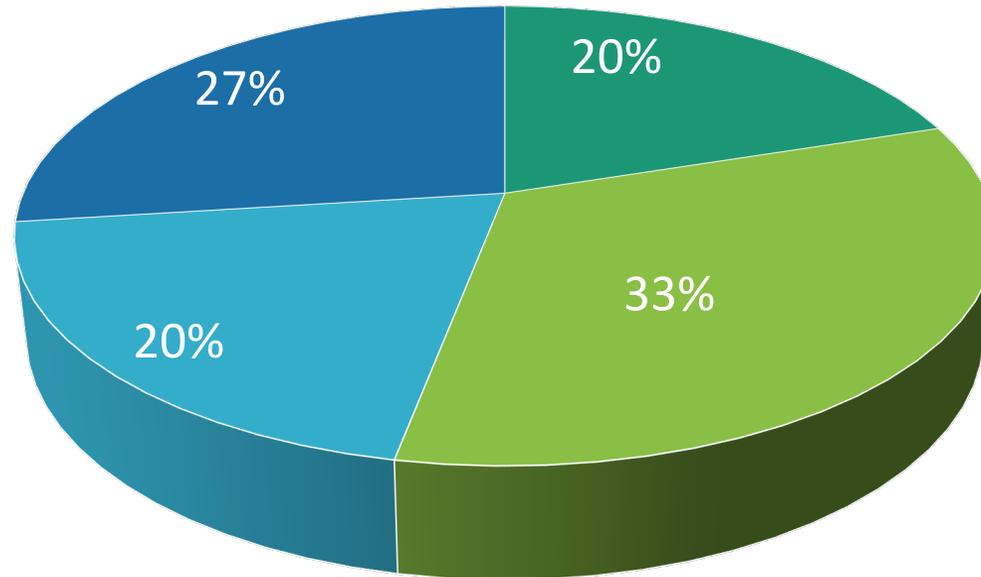


■ Yes ■ No



# Timeline for Retirement

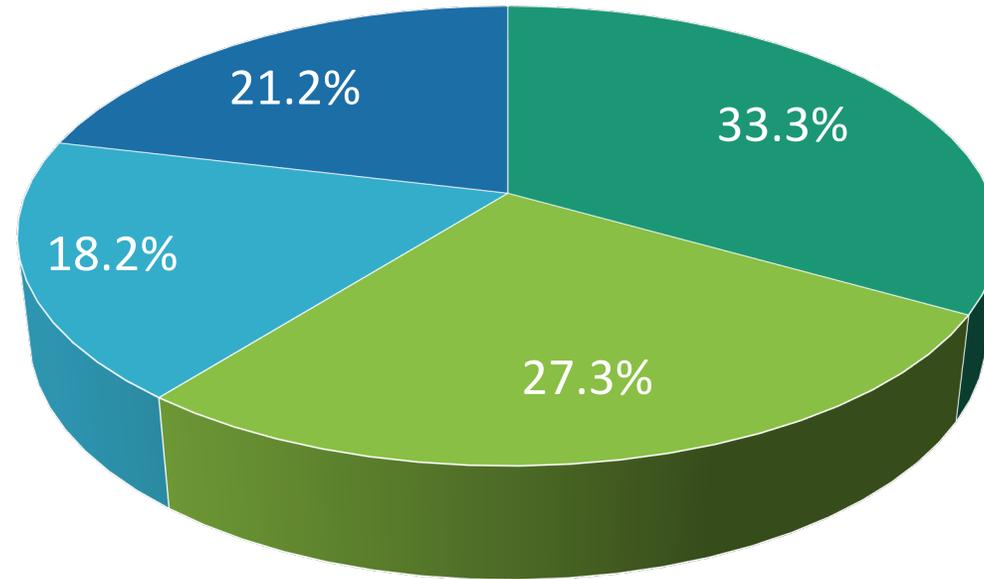
When do you plan on retiring?



■ Within 1-2 years   ■ Within 3-5 years   ■ Within 10 years   ■ More than 10 years

# Not Currently Eligible

When will you reach eligibility to retiring?

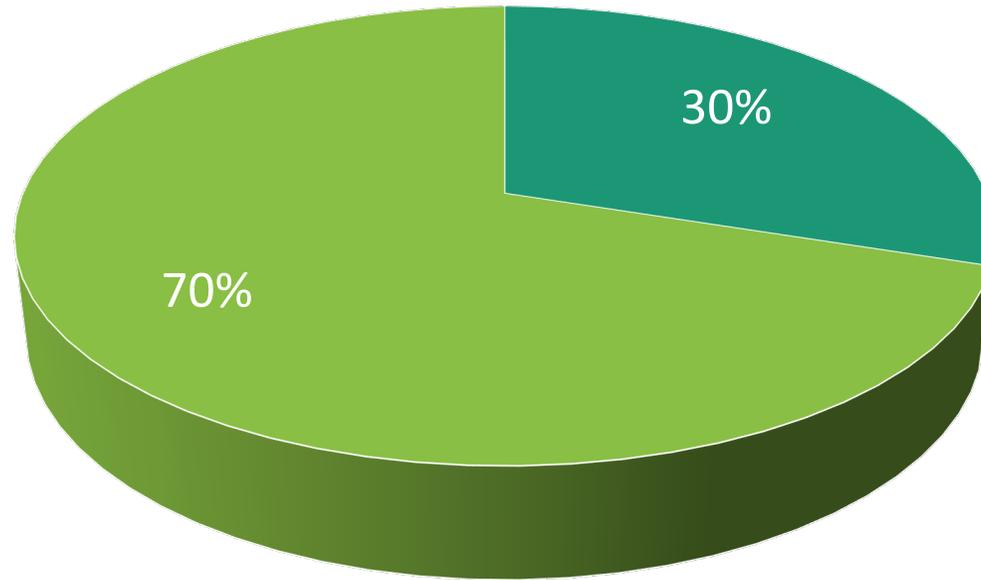


■ Within 5 years   ■ Within 10 years   ■ Within 15 years   ■ More than 15 years



# Not Currently Eligible

Do you plan on retiring once you become eligible?



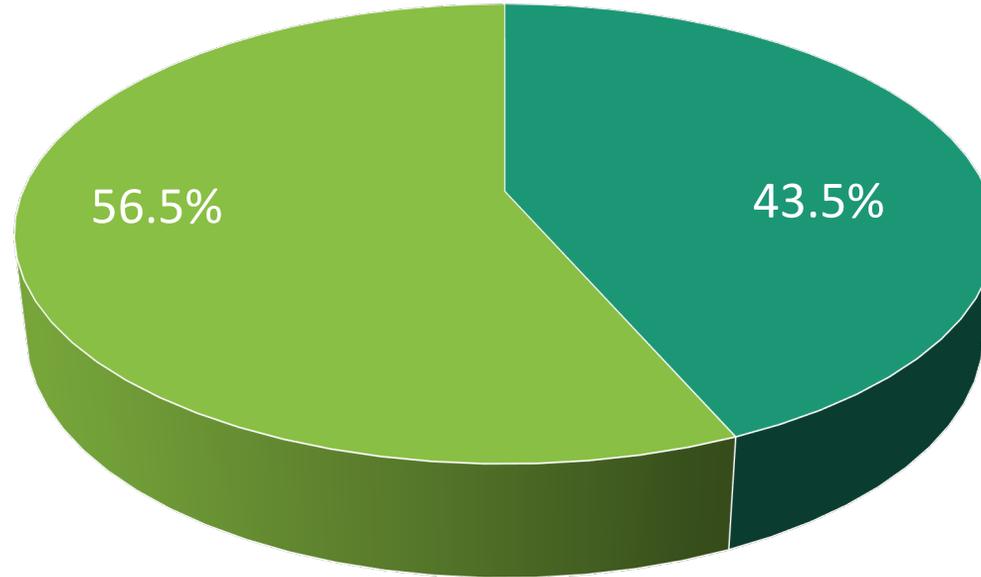
■ Yes ■ No





# Becoming Eligible

Once you are eligible, how long until you retire?



■ 5 years or less ■ More than 5 years





# Departmental Overview

---



- The department currently has 3 open positions.
- Two employees currently attending the law enforcement academy.
- Four conditional job offers have been given.
- Three officers currently in the Field Training Program.
- Fifteen officers currently eligible to retire.
  - Three in the next 1-2 years.
  - Five within 5 years.
- Current attrition rate of 5.8 over past five years.



# Non-Certified



## NON-CERTIFIED TIMELINE

PHASE	DETAILS	2021			2022			2022			2022			2022		
		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	<b>PROJECT WEEK:</b>	4 11 18 25	1 8 15 22 29	6 13 20 27	3 10 17 24 31	7 14 21 28	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27	4 11 18 25	1 8 15 22 29	5 12 19 26	3 10 17 24 31	7 14 21 28	5 12 19 26
1	<b>Hiring Process</b>	- Job Posting	- Written & Physical Fitness Testing	- Personal History Statement (Background Packet)	- Oral Board & Chiefs Interview	- Background Investigation	- Psychological, Polygraphy, & Physical	- Swear-In								
2	<b>Law Enforcement Academy</b>	Uniforms & Equipment	Collin County Law Enforcement Academy													
3	<b>Field Training Program</b>	- Mini Academy	- Observation Period	- Apprentice Phase	- Phase 1	- Phase 2	- Phase 3	- Ghost Phase								





# Certified with Experience



## CERTIFIED TIMELINE

PHASE	DETAILS	2021			2022			2022		
		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
PROJECT WEEK:	Enter the date of the first Monday of each month -->	4 11 18 25	1 8 15 22 29	6 13 20 27	3 10 17 24 31	7 14 21 28	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27
1	<b>Hiring Process</b> - Job Posting - Written & Physical Fitness Testing - Personal History Statement (Background Packet) - Oral Board & Chiefs Interview - Background Investigation - Psychological, Polygraphy, & Physical - Swear-In	[Blue bars]								
		[Blue bars]								
		[Blue bars]								
		[Blue bars]								
		[Blue bars]								
		[Blue bars]								
		[Blue bars]								
3	<b>Field Training Program</b> - Mini Academy - Observation Period - Phase 1 - Phase 2 - Ghost Phase				[Brown bars]					
					[Brown bars]					
					[Brown bars]					
					[Brown bars]					
					[Brown bars]					



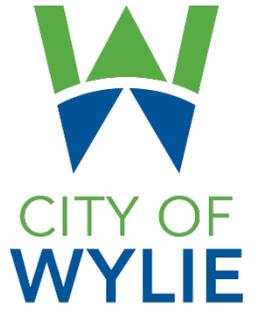


# Discussion

---



- Consider funding additional sworn positions above the current allotted number.
  - Will help address attrition
  - Reduces the amount of time it takes to replace an officer
  - Ensures shifts remain above minimum
  - Reduces overtime and officer burnout associated with backfill shifts



# Questions?

Staffing Presentation | August 10, 2021

