



HENRICO POLICE PERSONNEL STATISTICS
Workforce & Recruitment
Demographic Data

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STRATEGIES IN RECRUITING FOR DIVERSITY

Henrico Police is striving for a workforce reflective of the diverse makeup of Henrico County. As we continue to approach recruitment with vigor, collaboration and a spirit of inclusion, we're encouraged by the results thus far and committed to even more progress moving forward. Here are a few ways Henrico Police is attracting, engaging and recruiting more diverse police applicants:

Strategic Partnerships & Community Input

While COVID-19 restrictions remained in place during 2021, preventing many in-person events, the Police Personnel Unit focused on enhancing its recruiting infrastructure. A recruiting trailer was procured and wrapped with new, eye-catching graphics, which will allow our recruiters to do mobile recruiting and physical testing in-state and out-of-state. In addition, two new promotional displays were procured to help with indoor and outdoor events.

Two new members of the personnel team were also added. One position focused on the recruitment of communication officers. Applicants for this position are greatly needed as they are the first, first responder – handling calls from the public and then dispatching officers to the scene. Meanwhile, another position was added to help with police recruitment. These additional personnel are laying the foundation for a successful 2022 recruiting year by increasing our depth in recruiting.

Expanding upon our partnership with Henrico County Public Schools (HCPS), in FY21, recruiters participated in numerous virtual career events for high school students. This partnership allows recruiters to provide students information about law enforcement careers, job requirements, and respective roles within the Division, while building positive relationships between youth and police.

The Division continues to expand and create invaluable partnerships and programs with many colleges and universities to better attract, engage and recruit more diverse applicants. Moving forward, the recruiting team will continue to seek applicants for police and communications at military bases, colleges, historically black colleges and education centers.

Overcoming Police Recruitment Obstacles

Henrico Police faces several challenges in recruiting the next generation of police and communication officers. The COVID-19 pandemic has created heightened competition in the labor market, which has left many community members seeking alternative careers. The Police Personnel Unit continues to evaluate the saturation of the job market and find ways to redeploy resources to attract diverse candidates.

Oftentimes there is a disparity in applicants of diverse race, ethnicity and gender compared to the demographic makeup of our community. Henrico Police is committed to nondiscrimination with regard to sex (including pregnancy), gender, race, color, national origin, etc. in employment. From the moment an application is received, the Personnel Unit actively engages with candidates throughout the hiring process. This includes offering multiple testing sessions to accommodate the candidate's schedule and allow more flexibility to move forward in the process.

Meanwhile, training for the position can also be challenging for some applicants. The Henrico County Police Division is focused on making sure all candidates have the support they need to be successful when responding to and helping our community. In an effort to help applicants prepare for training, more than 40 virtual in-house information sessions were held. Those sessions allowed applicants the chance to understand what the position entails, and ways to prepare for the police and communications academies, both physically and mentally.

The team also expanded its reach by employing multi-media marketing and promotions across new and existing advertising and social media channels.

Results to Date

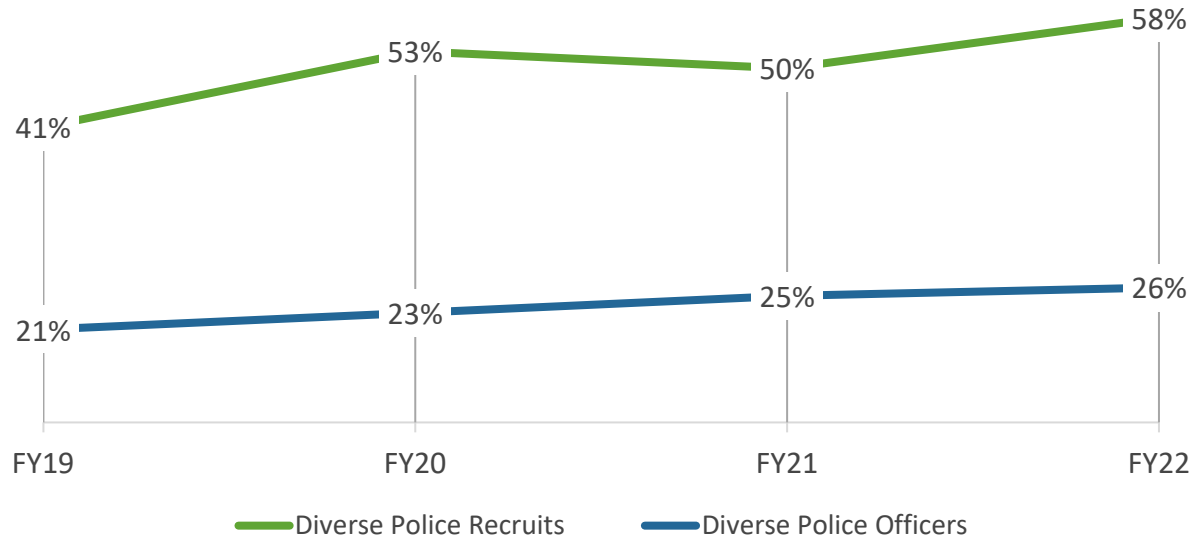
As a result of our efforts, 58% of police recruits hired in FY22 are of diverse races, ethnicities and gender. Since FY19, the percentage of diverse officers hired has increased by 17%. In turn, the diversity of our total sworn complement in FY22 has increased 5% since FY19. As of today, 36% of our total workforce and 26% of our sworn police officers are of diverse races, ethnicities and gender.



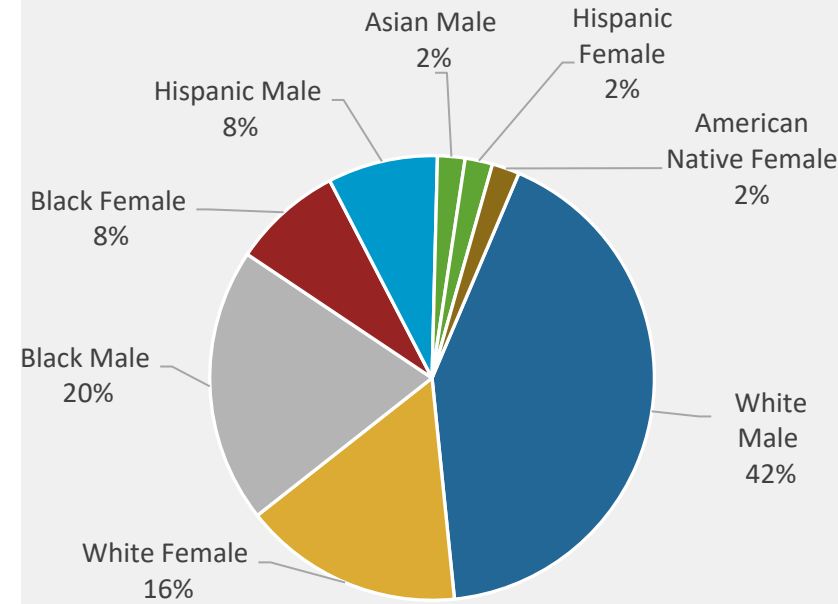
HENRICO POLICE PERSONNEL STATISTICS

DIVERSITY RECRUITING OUTCOMES

PERCENT OF DIVERSE POLICE RECRUITS AND SWORN PERSONNEL BY FISCAL YEAR



FY22 POLICE RECRUITS BY RACE, ETHNICITY & GENDER



TOTAL DIVERSITY OF POLICE RECRUITS AND POLICE OFFICERS BY FISCAL YEAR

Fiscal Year <i>July 1-June 30</i>	POLICE RECRUITS			SWORN POLICE OFFICERS		
	Total Recruits	Diverse Recruits	Diversity of Total Recruits	Total Police Officers	Diverse Police Officers	Diversity of Total Officers
FY19 (7/1/18-6/30/19)	54	22	41%	650	138	21%
FY20 (7/1/19-6/30/20)	64	34	53%	646	148	23%
FY21 (7/1/20-6/30/21)	46	23	50%	655	161	25%
FY22 (7/1/21-6/30/22)	50	29	58%	653	172	26%

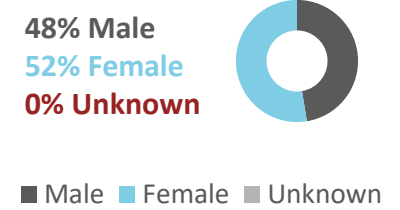
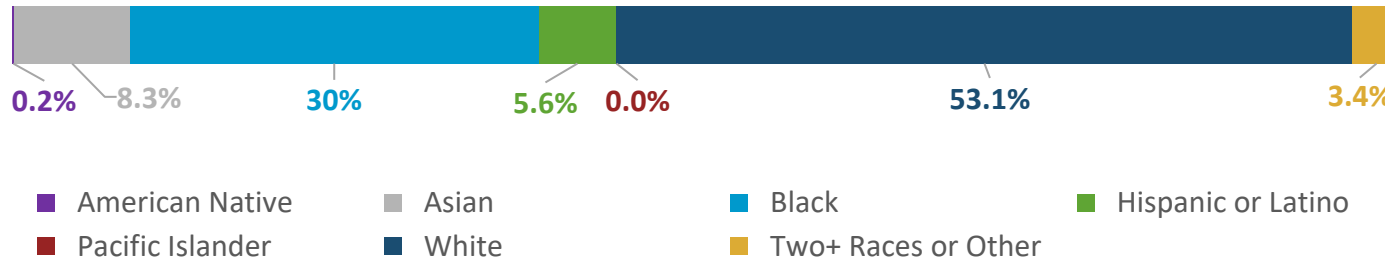
Source: Henrico Police Personnel & Training
Division Personnel Data as of June 30, 2022



HENRICO POLICE PERSONNEL STATISTICS

COMPARATIVE WORKFORCE DEMOGRAPHICS

HENRICO COUNTY POPULATION DEMOS



RACE AND GENDER OF HENRICO POLICE WORKFORCE BY PERSONNEL TYPE (AS OF JUNE 30, 2022)

Personnel Type	Racial Makeup of Workforce by Personnel Type	Gender By Personnel Type
SWORN OFFICERS		<p>86% Male 14% Female</p>
ANIMAL PROTECTION POLICE OFFICERS		<p>86% Male 14% Female</p>
911 DISPATCHERS <i>Communications Officers</i>		<p>13% Male 87% Female</p>
CIVILIAN PERSONNEL		<p>35% Male 65% Female</p>

Source: Henrico Police Personnel & Training; Population data from U.S. Census
Division Personnel Data as of June 30, 2022



WORKFORCE DEMOGRAPHICS

POLICE PERSONNEL DEMOGRAPHIC DATA

Data as of 6/30/22

Race	POLICE OFFICERS				ANIMAL PROTECTION POLICE				COMMUNICATIONS OFFICERS				CIVILIAN PERSONNEL				TOTAL WORKFORCE	
	Male	Female	Total	% Total	Male	Female	Total	% Total	Male	Female	Total	% Total	Male	Female	Total	% Total	Total	% Total Workforce
American Native	1	1	2	.3%	0	0	0	0%	0	0	0	0%	0	0	0	0%	2	.3%
Asian	8	0	8	1.23%	0	0	0	0%	0	0	0	0%	2	0	2	2.11%	10	1.2%
Black	46	10	56	8.6%	0	0	0	0%	0	7	7	12.5%	5	12	17	17.9%	80	9.8%
Hispanic	21	7	28	4.30%	1	0	1	7.1%	0	1	1	1.79%	1	3	4	4.21%	34	4.2%
Pacific Islander	1	0	1	.15%	0	0	0	0%	0	0	0	0%	0	0	0	0%	1	.1%
Two+ Races	4	1	5	.77%	0	1	1	7.1%	0	1	1	1.79%	0	1	1	1.05%	8	.9%
White	477	74	551	84.64%	11	1	12	85.8%	7	40	47	83.9%	25	46	71	74.74%	681	83.5%
Total	558	93	651	-	12	2	14	-	7	49	56	-	33	62	95	-	816	100%