



WDFW POLICE

2018 Recruitment & Retention

To be Discussed

- Entry Level Requirement Changes
- Training Requirements
- Recruitment Outreach Efforts
- Current Capacity and Positions Filled
- Future Goals



The banner features the Washington State Fish and Wildlife Department logo on the left, which includes a star with a fish and a bird, and the text 'FISH AND WILDLIFE OFFICER', 'DEPT. OF FISH & WILDLIFE', 'STATE OF WASHINGTON', and 'WASHINGTON'. To the right of the logo is the text 'Now Hiring!' in blue, followed by 'Fish & Wildlife Police' in a smaller blue font. Below the logo is the URL 'wdfw.wa.gov/enforcement/careers'. On the right side of the banner is a photograph of a fish and wildlife officer in a tan uniform and cap, kneeling in a forest and holding a leash attached to a black and white dog. A black bear is visible in the background, climbing a tree.

Types of applicants and training required

Two Types;

- Entry Level New Hires (No previous law enforcement training)
- Laterals (current or past police officer)

- Entry Level - require full BLEA academy, followed by in house and field training and observation (FTO)
- Lateral – require at least equivalency academy, in house and FTO



Entry Level



Previously: a four year degree was required or associates degree with military service

NOW

Two years of college coursework (60 semester credits or 90 quarter credits) in any major or discipline

OR

Three years paid, full-time **natural resource experience**

OR

Three years honorable active duty **military service**

Visible Tattoos Allowed – Per Command Staff Discretion

RECRUITMENT OUTREACH EFFORTS



Recruitment Focused

Apprentice Program

Increased Online Presence

Increased Career Fair

Participation and Alma Mater

Reaching New Audiences

- Spanish Print and Online Magazines
- Commercial Fishing/Charters/Guides
- Promoted at Zoo & Aquarium Events

Now Hiring!
Fish & Wildlife Police

WASHINGTON STATE
FISH AND WILDLIFE
POLICE

FISH AND WILDLIFE
OFFICER
WASHINGTON

wdfw.wa.gov/enforcement/careers

The poster features a person in a tan uniform and cap looking through binoculars in a forest setting. The Washington State Fish and Wildlife Police logo is prominently displayed in the center. The background shows a forest with evergreen trees and mountains in the distance. The text 'Now Hiring! Fish & Wildlife Police' is in a green banner at the top. The URL 'wdfw.wa.gov/enforcement/careers' is at the bottom. A smaller badge is visible in the bottom right corner.

Apprentice Program

Seven Apprentices Hired

- For those finishing up high school or looking for a summer job in between college classes we encourage them to check out our new apprentice program.
- This three month long position partners apprentices with officers in the field so that they can interact with Fish and Wildlife officers.
- Apprentices assist officers in all capacities such as on patrol, with equipment, and even boat patrols.
- Funded from our vacancy savings

 Washington Department of Fish and Wildlife Police posted a job. Published by Becky Bennett [?] · February 26 · 🌐



NOW HIRING;
Fish & Wildlife Police
Apprentices

#WDFWPolice

Fish & Wildlife Enforcement Apprentice
Washington Department of Fish and Wildlife Police

FULL-TIME · **\$14.25 / HOUR** · OLYMPIA, WASHINGTON

[Apply Now](#)



Washington Department of Fish and Wildlife Police

Published by Becky Bennett [?] · October 23 ·

The Best Time to Start your Dream Career - Is Now!

Share our passion by becoming a Fish and Wildlife Officer protecting our natural resources and the public we serve.

Multiple Officer 1 positions as well as qualified lateral positions are available.

Start the process here:

https://agency.governmentjobs.com/washing.../job_bulletin.cfm...



Online Recruitment Efforts

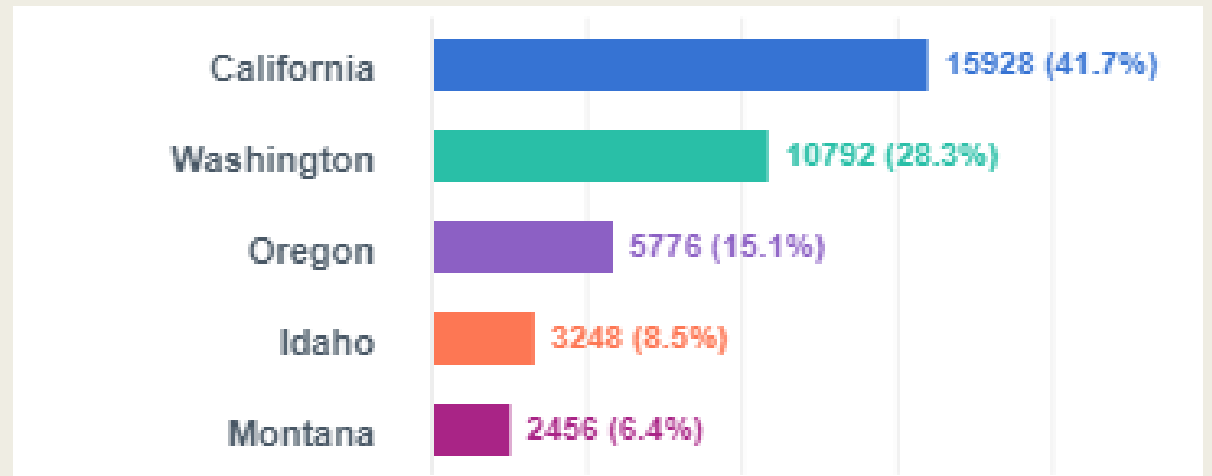
Promotions – Paid Recruitment Advertisements

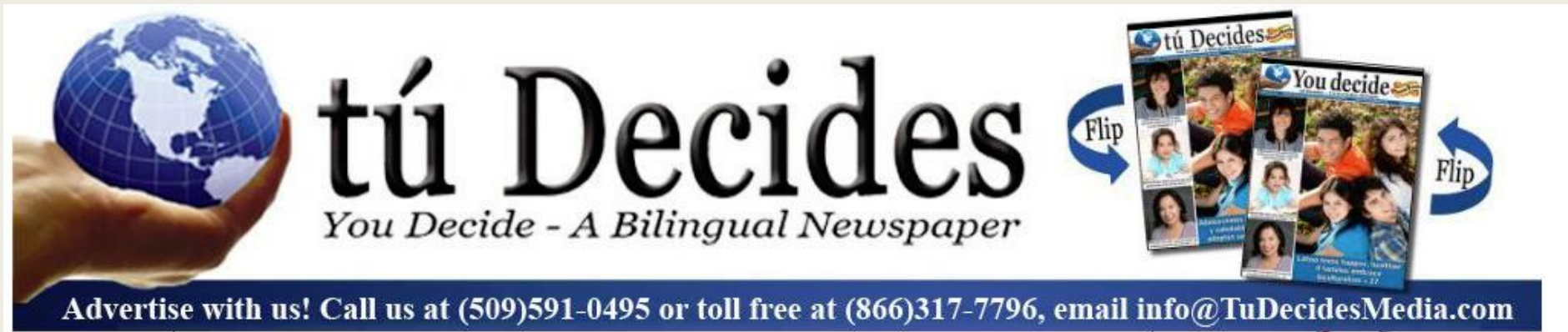
Focused target audience;

- Ages 18 – 30
- Living in California; Idaho; Montana; Oregon; Washington
- Ad ran for 45 days

Results;

- Reached over 107,000 people
- 19,250 post engagements (clicks on link, posted, liked)
- Shared organically 800 times





- Ran weekly ¼ page adverts for six months (May – Oct 2018)
- Six ad styles created

Outcomes

- Reached 18,000 weekly online readers
- Print reached 100,000 weekly viewers
- Increase engagement
- Increase image recollection and WDFW Police awareness



CURRENT CAPACITY & POSITIONS FILLED



Recruitment Efforts are Paying Off



7 additional
waiting for
Academy

8 in background
checks

Academy & FTO Schedule

- 4 hired 3L/ 1NH July/All now on independent status
- 2 NH Graduated - Nov (in FTO process)
- 5 NH Graduated- Dec (in house training)
- 3 NH Started Academy- Nov graduate March
- 1 Lateral - Waiting background check, will begin FTO process
- 4 passed all requirements February 6 academy
- 3 passed all requirements April 2 academy
- 8 in process of background/polygraph/psychological exam

What does our capacity look like?

	Hired	Available
Officers (Officer level 1,2,3)	98	108
Detectives	7	7
Sergeants	23	25
Command Staff (Captains, Lieutenants, Deputy Chief, Chief)	10	12
	138	152

FUTURE GOALS & RECOMMENDATIONS



Future considerations and work

- 2008 staffing study recommended a staff of 262 officers
- Don't need another staffing study
- 365/24/7 operation
- Next six months, Develop a plan for reasonable growth (how do we fund growth)
- Population growth/relevancy
- We need to take a hard look, as a department, at what responsibilities we want our officers to handle (EMT decision).
- Ensure we stay competitive as an employer/stop the loss
- Continue with programs like the apprenticeship program

Thank you
Questions?

