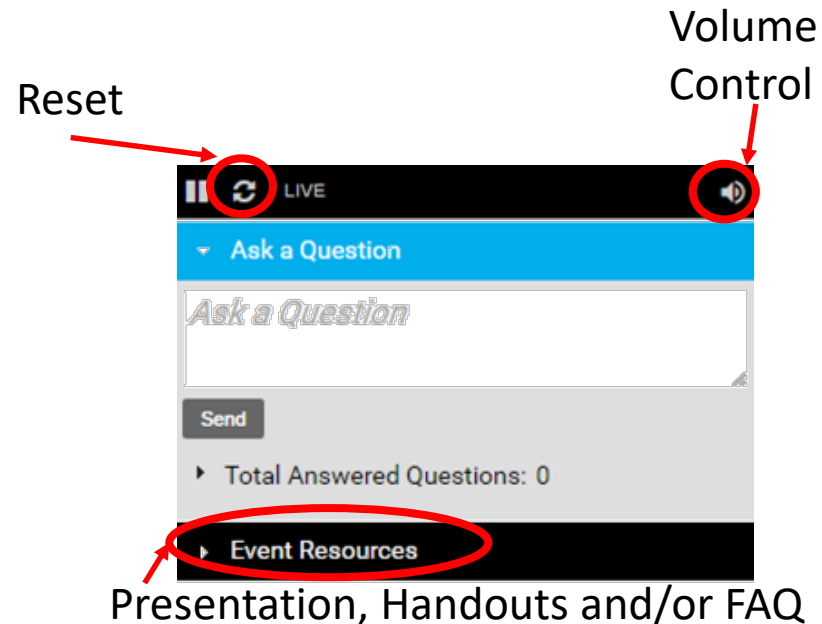


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NCJTC Presents...





Tribal Law Enforcement Recruitment and Retention: Successful Strategies

Presented by:

Richard VanBoxtel, Warren Warrington, Francis E. Bradley Sr.

May 15, 2019

Webinar Information

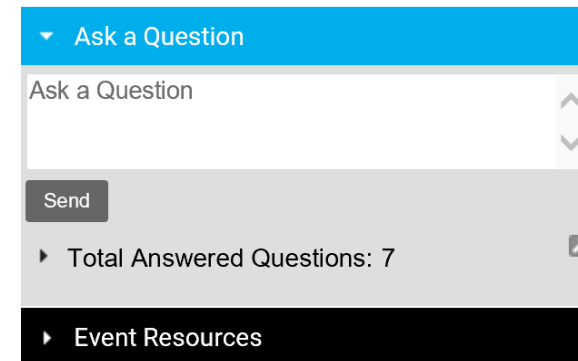


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During the Webinar

- All attendees will be muted.
- Please do not raise your hand for questions, we cannot unmute you.
- If you desire to ask a question, please use the questions section on the left side of your screen.
- Questions will either be answered directly by a panelist or asked to the presenter who will answer.
- A PDF handout for this presentation can be found in the Event Resources section on the left side of your screen.



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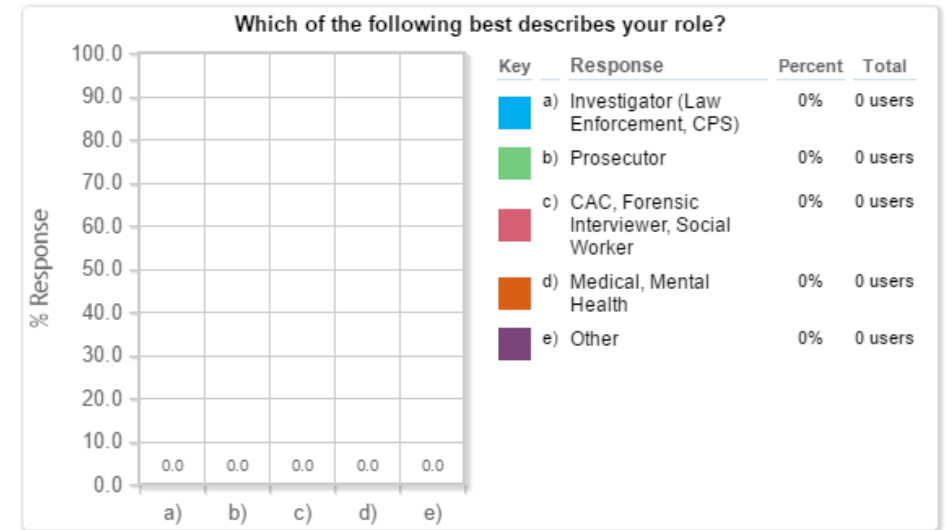
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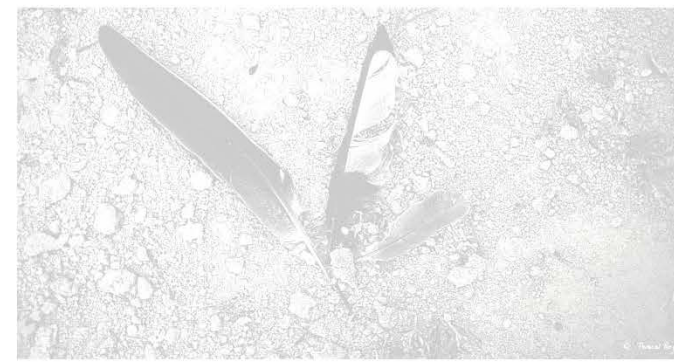
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- As they will only be open a short period of time, please respond promptly.





Today's Panel Discussion



Pascal Rey, "The Trail of Tears," CC BY-NC-SA 2.0, June 4, 2015

- Second in a two part webinar series
 - Fostering Development of Tomorrows Leaders

Recording available at ncjtc.org
- Part 1 focused on advocating for youth and developing interest in the criminal justice field
- Part 2 will focus on recruitment and retention strategies

Today's Speakers

- **Warren Warrington**

- Master Sergeant for the Menominee Tribal Police
- US Army Veteran
- More than 30 years with Menominee Tribal Police
- Supervised Sex Offender Registration and Management
- PD Liaison to Menominee Healing to Wellness Court (Menipaniw)
- Assisted with curriculum development for the National Association of Drug Court Professionals
- 2014 Tribal Youth Police Academy (TYPA) Mentor

Today's Speakers

- **Francis E. Bradley Sr.**

- Former Chief of Police for Hualapai Nation Police Department
- More than 38 years serving in law enforcement and public safety
- Graduate of the FBI National Academy Session 232
- Certified through International Mountain Bike Patrol Association (IMBPA) for bicycle patrol operations
- Former Indian Country representative on the FBI Criminal Justice Information System (CJIS) Uniform Crime Reporting subcommittee
- Former commander with the Navajo Nation Police Department

Today's Speakers

- **Richard VanBoxtel**

- Retired Chief of Police for the Oneida Police Department
- US Navy Veteran; Served in Operation Desert Storm
- Graduate of the FBI National Academy Session 250
- More than 26 years with the Oneida Police Department
- Former Chairman for the Native American Drug and Gang Initiative in Wisconsin
- Served on the Wisconsin Criminal Justice Coordinating Council and the Governor's Council on Highway Safety

Recruitment Issues for Law Enforcement

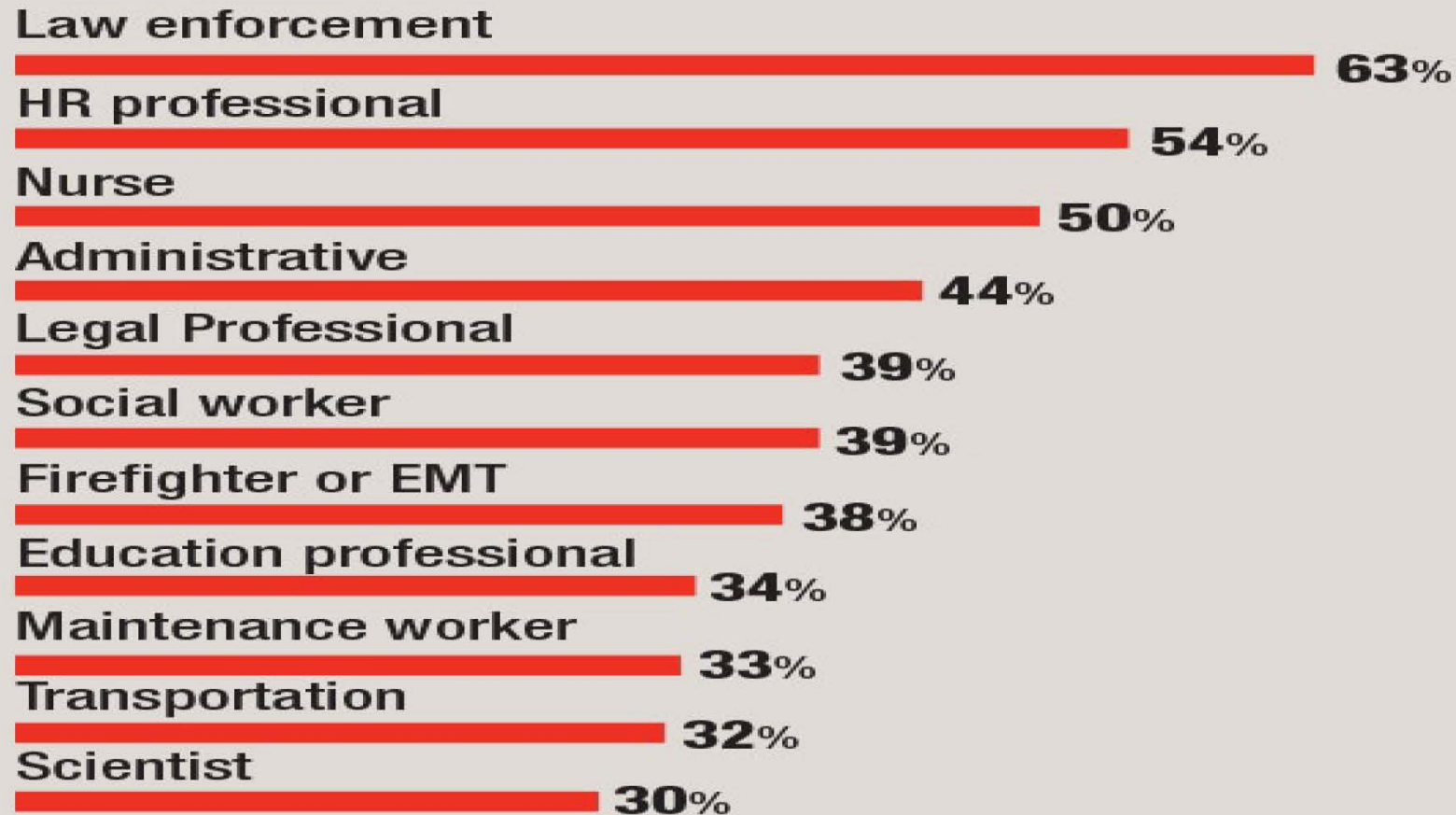
- High attrition rate – 14% for Law Enforcement
- Potential pool of candidates is decreasing
- Relatively low pay
- Disqualifying behaviors
- Lack of physical fitness
- Credit issues

-Balanced Careers, Timothy Roufa



The Jobs People Aren't Applying to Anymore

The biggest application drops between 2013 and 2017



Source: National Association of State Chief Administrators

Recruitment

- Youth engagement
- Community Resource Officer outreach
- Higher education
- Local technical college engagement
- Human resources outreach

Warren Warrington

Master Sergeant – *Menominee Tribal Police*





Not sure what this is...

**But it sure isn't people
lining up to be cops!**

Hiring Practices

- Not like it was “Back in the day”
- Less candidates per position
- Staffing shortages
- Limited workforce pool
 - Requirements further limit the pool
 - Interest in Law Enforcement careers has waned
 - Work schedule is less than desirable
 - Pay scale is mediocre to average

Image © by Matty Ring

Additional Challenges

- Funding for basic officer certification
 - Locals not becoming qualified on their own
 - Hiring only “certifiable” candidates
 - Utilize grant funding to prepare locals to serve

Psychological Testing Challenges

- Losing qualified candidates at psychological testing
 - Written test only
 - No personal interviews with psychologist
- BIA training indicated personal contact is essential for valid assessment

Psychological Testing Improvements

- Contracted with new provider
- Written test followed by in person interview
- Applicants previously eliminated encouraged to apply

Retirement

- 401K only, no pension
- Not eligible for Wisconsin Retirement System (WRS)
- Not eligible for federal retirement
- Lost at least 3 employees to departments with better retirement

Potential Solutions

- Tribe evaluating increase of 401K match
- Negotiating with State of Wisconsin to recognize Menominee Tribal Police

Recruitment

- Spend time with youth
 - Build or implement youth-based programs
- Participate in law enforcement youth programs
 - One current employee was Tribal Youth Police Academy (TYPA) participant
 - One in hiring pool was TYPA participant

Q&A

Francis E. Bradley Sr.

Former Chief of Police

Hualapai Nation Police Department



Recruiting Peace Keepers



- Recruiting Protectors, Providers, and Peace Keepers using traditional and cultural Beliefs
- Peace Keeping in tribal communities using traditional values and cultural beliefs
- Retaining Indian Country Peace Keepers and policing of tribal communities

Peace Keepers of Indian Country

- Traditional tribal concepts of peace keeping
- Culture of protecting, providing, and peace keeping
- Traditional, customary, natural, and common laws
- Serve the people and be a leader
- Core values of humility, valor, honesty, integrity, and generosity

Image © by Pascal Rey

Recruiting Indian Country Peace Keepers

- Challenges include small agencies, budgets, benefits, advancement, lack of native and tribal member candidates
- Uniqueness of Indian Country, “Nation within a Nation”
- Unique environment with familial and relational ties
- Understanding the role of cultural and traditional values in policing of the tribal communities



Indian Country Peace Keepers of Today

- Drawn to smaller agencies and/or home areas
- Driven to improve the quality of life for residents
- Serving with belief of traditional value of life and service
- Upholding the tradition of the Protector, Provider, and Peace Keeper





Q&A

What's New in BLUE

- Short videos highlighting innovative developments and critical issues in law enforcement
- Full site: <https://cops.usdoj.gov/whatsnewinblue>
- Francis Bradley Sr.:
<https://www.youtube.com/embed/QVjZZLATEO0>





Retention Challenges

- Enrolled Oneida
- Turnover
- Costs

Retention Strategies



- Benefits
- Wage Analysis
- Pension
- Specialties based on interest

Q&A

Thank You to Today's Presenters

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Warren Warrington

- warringt@fvtc.edu

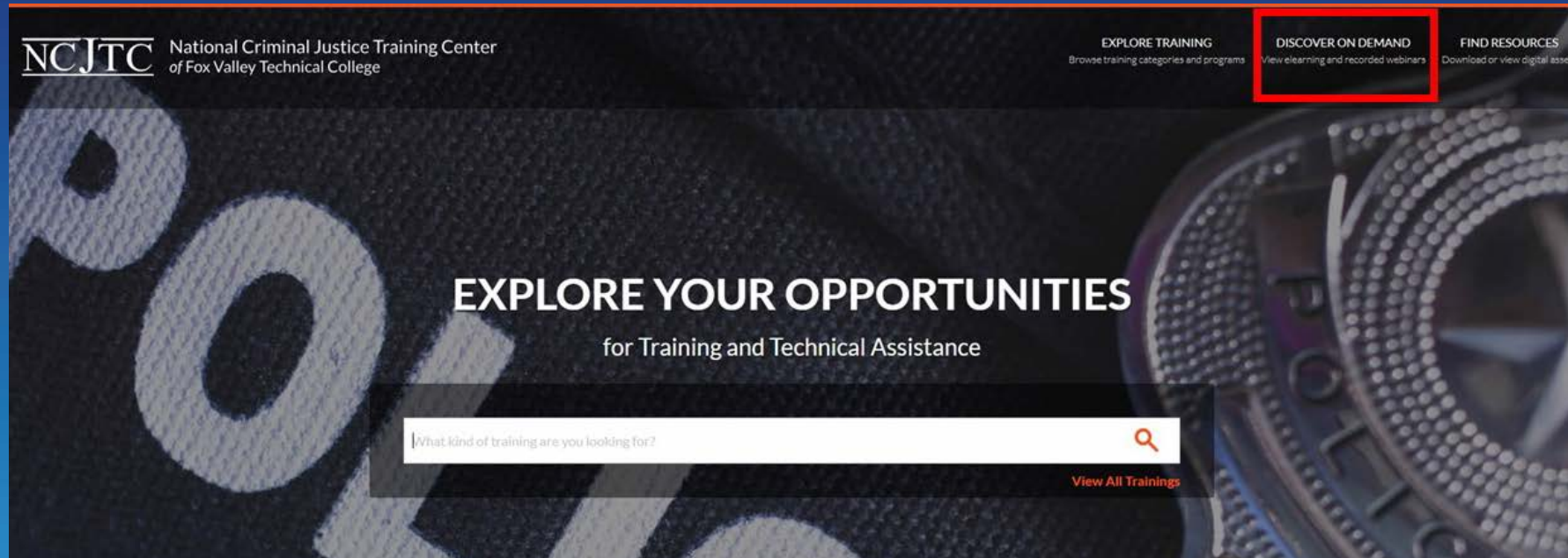
Francis E. Bradley Sr.

- bradleyf@fvtc.edu

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