

## Police

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Audience members included some college students and many people who are unemployed. Many participants stuck around after the more than two-hour presentation to ask questions about the rigorous six-month hiring process, which includes a physical abilities test, background check, comprehensive multiple choice exam and descriptive writing exercise. If hired, new employees undergo 21 weeks of training.

"I work at a TV station, KVAL, and I'm always listening to the calls that come in on the scanners. I came here to get more information," said sophomore Mike Gilbert. He came to the meeting even though he hasn't turned 21 yet and therefore isn't old enough to apply, he added.

Nineteen-year-old Ashley Middleton, a freshman who attends Lane Community College, said he wanted to see what college courses he needs to take, such as those in criminal justice, so when he does apply to the program, he'll be qualified.

Middleton criticized EPD, however, saying it needs more people of color on staff. Presently, people of color make up 14.8 percent of the staff, according to statistics from Human Resource and Risk Services.

"What sets us apart is the quality of people we hire, the training we give them and the support they receive," Flynn said. She added that the minimal number of staff members of color is an ongoing issue, and the department is interested in hiring more people of various ethnic backgrounds if they are qualified.

*"What sets us apart is the quality of people we hire, the training we give them and the support they receive."*

**Kathy Flynn**  
EPD Sergeant

Gilbert said from what he has observed, EPD has a good reputation within the community, and its officers respond quickly to emergency calls and make educated decisions.

Hicks said DPS is experiencing "typical turnover" from people resigning to take better jobs. He said the department tends to hire employees who are both students and interested in "pursuing a law-enforcement career." He encouraged to apply only those who are interested in working a minimum of 40 hours a week, plus overtime, and who want to have a positive impact on the campus climate.

Flynn said job application packets are available online at [www.ci.eugene.or.us/jobs/default.htm](http://www.ci.eugene.or.us/jobs/default.htm), through Human Resource and Risk Services at 777 Pearl St., Room 101, or by calling the Employment Information Line at 682-2676.

Capt. Steve Swenson, who runs 13 special teams through EPD ranging from K-9 and SWAT teams to crowd control, encouraged those who don't make the first cut in the pool of applicants to continue applying to the academy.

"You are the future of this department, and I only want the best," Swenson said when he addressed the group.

E-mail features reporter Lisa Toth at [lisatoth@dailymerald.com](mailto:lisatoth@dailymerald.com).

### EPD ethnicity and gender statistics:

#### 183 sworn officers:

85.8 percent male  
14.2 percent female  
14.8 percent of color (males and females combined)  
22 males of color  
5 females of color

#### 128 non-sworn personnel:

21.1 percent male  
78.9 percent female  
10.9 percent of color (males and females combined)

SOURCE: Human Resource and Risk Services

### Eugene ethnicity and gender statistics:

137,893 total population  
49 percent male  
51 percent female  
11.9 percent of color (males and females combined)

SOURCE: 2000 Census

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