

Police Personnel Management

Personnel
Management

Job Descriptions
and Specifications

Holding and
Maintaining a
Competent
Workforce

Promotion

Separation from
the Service

Police
Cadetship
Program

Personnel
Policies

Acquiring
Competent and
Qualified
Personnel

Education and
Training

Police Assignment/
Designation and
Placement

Police
Examination
System



Police Personnel Management

Paul B. Weston, Philip K. Fraley



Police Personnel Management:

Police Personnel Administration William J. Bopp, 1974 The operational environment of police personnel administration the personnel function manpower development internal affairs and police labor relations are discussed A historical overview of police personnel administration a review of police organization and a discussion of the role of the police officer provide a foundation for this work Introductions to personnel administration in a police department in a municipal personnel agency and in the federal government are also given An analysis of interrelated aspects of compensation administration and conditions of employment is provided as well Such topics as recruitment selection training personnel evaluation leadership and promotion are included and issues in internal affairs such as communication interpersonal behavior and disciplinary actions are discussed Featured in the discussion of labor relations in law enforcement are such factors as employee organization collective bargaining job actions grievance machinery and the role of the police management in labor relations

Police Personnel Administration William J. Bopp, Paul M. Whisenand, 1980-01-01 A comprehensive resource for police personnel managers and police administrators this book covers all aspects of personnel management within the police organization Following an introduction and historical survey of police personnel discussion focuses on managerial role and functions ways to organize the agency for efficient personnel management attraction and selection of the most qualified staff evaluating employee performance offering stimulating and rewarding job conditions and equal employment opportunity Next labor relations and professional responsibility are reviewed with attention directed to the history and present status of collective bargaining in police service monitoring integrity job actions grievance procedures and the role of police management in labor relations The book features suggested standards and procedures supporting the management functions covered in the book It offers special chapters on assessment centers as an alternative method of personnel selection and presents detailed case studies of the famous Boston and San Francisco police strikes Most chapters include personnel management learning experiences such as case guides and planned exercises as well as outlines and summaries of the material in each chapter Tables figures reference notes an index and appendixes of famous case studies are provided *An Introduction to Police Personnel Management* George Larsen, 1959 *Police Personnel Management*, 1972 **Police**

Personnel Management A. C. Germann, 1958 **Police Personnel Management** James M. Tsafos, David N. Allen, 1983

The Police Personnel System, 1983 *Police Personnel Management* Paul B. Weston, Philip K. Fraley, 1980-01-01 A reference work for use by personnel managers in police agencies is presented topics discussed include personnel planning recruiting the selection process basic training performance appraisal and labor relations Police personnel management must find hire and keep police employees who can and will work at above average levels and achieve meaning and satisfaction in so doing The historical development of police agencies personnel planning and equal employment opportunity are highlighted The job of patrol officer constitutes the core of all police work The changes in hiring policy include the

acceptance on an equal basis of women applicants and increased use of civilians in various specialist capacities Legislation and case law forbid discrimination in employment however ratio hiring and promotion may temporarily produce unequal employment opportunities The recruiting and the selection process also are described Several modern developments enlarged recruitment from any target population including an end to local residence requirements modification of age eyesight and height requirements and implementation of equal employment opportunity legislation Applicants achievement on physical performance and written tests oral interviews psychological screening medical examination and background investigation are used in the selection process Also discussed are career development aspects such as basic training personnel information systems employee development programs and employee education Internal justice administration includes performance appraisal discipline and grievances The topic of employee support and retention covers jobs structure and salary planning labor relations collective bargaining police union contracts and terminations Finally future trends in research and development such as the investigation of adequately measuring police officer effectiveness are discussed Photographs diagrams charts an index and a selected bibliography are provided in the book *Personnel Management in State and Local Governments* United States. Office of Personnel Management. Library, **Personnel Management in State and Local Governments** United States Civil Service Commission. Library, 1974

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