

THE POLICE PERSONNEL SYSTEM

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Police Personnel System

Stephen K Rice, Michael D White



Police Personnel System:

The Police Personnel System ,1983 **Civil Service Systems** George W. Greisinger,Jeffrey S. Slovak,Joseph J. Molkup,1979 Positive and negative effects of civil service regulations on urban police systems is the focus of this research project conducted over approximately a 2 year period beginning in November 1976 Data from the study were collected from 42 randomly selected American cities ranging in size from 50 000 to 750 000 persons In each study site current civil service laws and police union contracts were collected interviews were conducted with the most knowledgeable municipal officials and organization representatives and police departments provided information on programs and policies in a police departmental questionnaire Supplemental data were provided by the Police Foundation the National Planning Association and the FBI The absence of an overall civil service system which governs police personnel affairs in America is noted Civil service commissions differ from city to city in the roles they play in police personnel administration and as a result in the impacts they have on local officials on police departmental programs and practices and on the general quality of local law enforcement While some commissions pose significant constraints on the abilities of local officials to promote innovative police programs others work to promote departmental innovation and more efficient criminal apprehension procedures The study examines a number of issues among them the statutory supports for local civil service commissions and the impact of community politics and police unionism on local police personnel administration Proposals for civil service reforms in the urban police context should be tailored to local circumstances and to meaningful variations in civil service roles Numerous charts footnotes a bibliography and diagrams illustrate the text Appendixes include content analysis checklists for police bargaining contracts and personnel systems a police questionnaire an interview schedule and a letter to urban executives

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methodological challenges and existing research necessary to understand the problems associated with racial and ethnic profiling and police bias This path breaking volume affords a holistic approach to the topic guiding readers through the complexity of these issues making clear the ecological and political contexts that surround them and laying the groundwork for future discussions The seminal and forward thinking twenty two essays clearly illustrate that equitable treatment of citizens across racial and ethnic groups by police is one of the most critical components of a successful democracy and that it is only when agents of social control are viewed as efficient effective and legitimate that citizens will comply with the laws that govern their society The book includes an introduction by Robin S Engel and contributions from leading scholars including Jeffrey A Fagan James J Fyfe Bernard E Harcourt Delores Jones Brown Ramiro Martinez Jr Karen F Parker Alex R Piquero Tom R Tyler Jerome H Skolnick Ronald Weitzer and many others *Privacy Act Issuances ... Compilation* United States. Office of the Federal Register,1985 Contains systems of records maintained on individuals by Federal agencies which were published in the Federal Register and rules of each agency concerning the procedures the agency will use in helping individuals who request information about their records **Privacy act issuances, 1984 compilation** United States. Office of the Federal register,

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