

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

Neil Brewer, Carlene Wilson



Police Personnel Management:

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

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 *The Police Personnel System*, 1983 **Police Personnel Management**, 1972 *Police Personnel Management* A. C. Germann, 1958 **An Introduction to Police Personnel Management** George Larsen, 1959 *Police Personnel Management* James M. Tsafos, David N. Allen, 1983 Personnel Management in State and Local Governments United States Civil Service Commission. Library, 1976 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 Management Information Systems Wayne F. Cascio, 1977 **Police Personnel and Records Management** Wolfgang Krinninger, 2025 The book *Police Personnel and Records Management* compiles the principles practices and techniques involved in managing police personnel and maintaining accurate and secure records within law enforcement agencies It aims to serve as a critical resource for law enforcement executives police administrators records officers and human resources professionals within the police department The book is designed to offer insights into effective personnel management strategies including recruitment training evaluation and discipline as well as best practices for managing sensitive and confidential information ensuring compliance with legal standards and leveraging records for strategic planning and decision making The book will be of immense valuable to those currently working in law enforcement who seek to improve their knowledge and skills in personnel and records management as well as students pursuing studies in criminal justice or public administration who aspire to enter the field of law enforcement *Police Personnel Management Information Systems* Wayne F. Cascio, 1977 Design development and implementation of a computerized police personnel management information system PPMIS in Dade County Florida and Dallas Texas are reported A PPMIS can aid with complex administrative problems by making all useful employee information readily available it may prove particularly useful in meeting the requirements of civil rights legislation and for police personnel research Depending on the complexity of the system a PPMIS may be used in training evaluation and for evaluation and performance counseling In planning for a PPMIS decisions should first be made on the type of information that will be collected the method which will be used for obtaining data the type of reports which will be used operational regulatory and or analytical updating procedures and data security precautions For both the Dallas and the Dade

County police inaccessible and obsolete personnel information was a major problem and there was a pressing need to broaden channels of communication reduce useless duplication of information and formalize placement procedures Prior to implementation of the PPMIS both relied on a manual process of personnel record maintenance Objectives of the Dallas PPMIS included provision of a personal history file for each officer a personnel position file a bimonthly review of court dates for each officer a means for creating departmental mailing lists monthly batches of personnel changes and police personnel and monthly totals by rank race and sex of sworn personnel as well as monthly strength reports and a comparison of authorized versus actual personnel Dade county objectives included the provision of a centrally located means of storing selectively retrieving statistically manipulating a large amount of personnel information in a secure pertinent and simple to use system and to provide a means for monitoring usage and possible expansion in response to future needs Both systems incorporate a number of security precautions to ensure privacy and confidentiality of information Implementation and monthly maintenance costs for the computerized systems are compared with manual system costs The following steps should be used in implementation of a PPMIS 1 obtain advice and support of city or county technical computer personnel 2 compile a master subject list 3 contact all supervisory personnel who will be using the system and describe the system to them 4 identify all files containing information on sworn personnel 5 locate and obtain sample copies of all forms used by the department over the past 25 years and analyze information categories 6 have all users review this list 7 create a personnel update form 8 begin data collection and check for accuracy and legibility and 9 once system is operational provide user orientation and training sessions Appendixes include data forms information items included in both the Dallas and Dade County systems data collection forms and sample profiles from the Dallas PPMIS References are included **Police**

Personnel Administration Oscar Glenn Stahl, Richard A. Staufenberger, 1974 Text covering all aspects of human resources management with each chapter written by teams of current or former police chiefs and personnel specialists The major topics treated are organization for police personnel management jobs and ranks human resource planning recruitment selection promotion training and education motivation and satisfaction performance appraisal discipline employee organizations and research needs The book focuses on the daily of practices and behavior of managers employees and personnel specialists Professionalism and the criteria by which police are selected and trained are evaluated in depth A major point of view of the book is that the rank structure and its effect on selection assignment promotion training and the overall use of staff in police departments generally inhibits sound personnel management *Personnel Management in State and Local Governments* United States. Office of Personnel Management. Library, 1979 Police Manpower Management Ronnie Mills, 1980 A Study of Selected Personnel Management Factors in the Michigan State Police Philip Louis Ash, 1958 *Police Personnel Management* David H. Krumwiede, 1967 Personnel Management Function United States Civil Service Commission. Library, 1975 Personnel Literature, 1975 Psychology and Policing Neil Brewer, Carlene

Wilson, 2013-06-17 Psychological theory and research have much to contribute to the knowledge and skill bases underlying effective policing. Much of the relevant information, however, is dispersed across a variety of different psychological and criminal justice policing journals and seldom integrated for those applied psychologists interested in policing issues or for police policymakers, administrators, and others working in the criminal justice area who are not familiar with the psychological literature. Designed to accommodate the needs of these different groups, this book addresses both operational policing issues and issues relevant to the improvement of organizational functioning by providing integrative reviews of psychological theory and research that deal with effective policing. It illustrates how the theory and research reviewed are relevant to specific policing practices. These include eyewitness testimony, conflict resolution, changing driver behavior, controlling criminal behavior, effective interviewing, and techniques of face reconstruction. The volume's readable style makes it accessible to a diverse audience, including undergraduate and postgraduate students in forensic, organizational, applied psychology, criminal justice, and police science programs, and police administrators and policymakers. It will also interest psychologists whose primary focus includes policing and criminal justice issues. The book should draw attention to the often unrecognized and valuable contribution that mainstream psychology can make to the knowledge base underpinning a wide variety of policing practices.

Unveiling the Magic of Words: A Report on "**Police Personnel Management**"

In some sort of defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their power to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Police Personnel Management**," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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