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Nota di contenuto	Cover; Title Page; Copyright; Preface; Contents; Figures; Tables; Summary; Acknowledgments; Abbreviations; Chapter One - Introduction; The Dynamic Staffing Challenge; Objective; Approach; Limitations; Organization of the Report; Chapter Two - The Personnel Situation; Size of Agencies; Vacancies, Applicants, and Hires; Recruitment Strategies and Incentives; Recruitment Standards; Compensation; Promotion; Retirement; Current Workforce; Attrition; Budgets; Chapter Three - Factors Affecting the Supply of Police Recruits; Why Recruits Join Police Departments: The Basic Model An Economic Model of Why Recruits Join Police Departments A Simple Mathematical Model of Why Recruits Join Police Departments; The Basic Econometric Model; Results for the Basic Econometric Model; Impact of the Crime Rate on Police Recruiting; Police Department Efforts to Improve Recruiting; Recruiters and Recruiting Budget; Advertising; Recruiting Incentives; Recruiting by Gender and Race/Ethnicity; Chapter Four - Career Management; Modeling the Police Department; Chapter Five - Evidence-Based Lessons for Personnel Planning Improving Personnel Planning What We Learned About Personnel Data Limitations Developing an Infrastructure for Evidence-Based Personnel Planning; Appendixes; A.

Police Recruitment and Retention Survey Procedures; B. Survey Instrument; References; Back Cover

Sommario/riassunto

Shares results of a survey, sent to every U.S. police agency with at least 300 sworn officers, on recruitment and retention practices. Finds that police compensation, city size, and crime rates affected recruiting. Advertising and incentives had little effect on the number of recruits. Cohort sizes highlighted management challenges. To facilitate comparative and longitudinal staffing analyses, ongoing national data collection is recommended.
