



Commission on Peace Officer Standards and Training

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Date: January 20, 2010

Bulletin: No. 2010-02

Subject: *Recruitment Strategic Planning Guide for Law Enforcement:*
Now Available on POST Website

The *Recruitment Strategic Planning Guide* is now available on the POST website at http://lib.post.ca.gov/Publications/RecruitmentStrategicPlanningGuide_11-09.pdf. This guide is responsive to POST Strategic Plan Objective C.3, “Develop a comprehensive plan for POST’s roles in addressing law enforcement recruitment issues.”

This guide is intended to provide a road map that local agencies can use to develop a recruitment strategic plan. It was created to help law enforcement professionals develop plans to meet their hiring goals, and identifies many of the factors one would want to consider. Examples include:

- Actions to consider to get the planning process off to a good start
- Identifying the ideal candidate to guide the development of the plan
- Internal and external factors that could impact the recruitment planning process
- Identifying stakeholders who can help or hinder the plan
- Strategies that will be employed to recruit qualified candidates

The *Recruitment Strategic Planning Guide* is cross-referenced with the Recruitment & Retention Best Practices Update published in 2006 (available on the POST website). This feature will enable an individual to quickly find additional information to consider in the planning process. Included in this guide is a Recruitment Strategic Planning Checklist (Appendix 1). The checklist summarizes key aspects in the recruitment strategic planning process. The Staffing Worksheets (Appendix 2) and the Anytown Police Department Recruitment Strategic Plan (Attachment) are illustrative of what a strategic plan can look like. This document, coupled with the [Recruitment & Retention Best Practices Update](#), provides a solid foundation for any law enforcement agency to develop a recruitment strategic plan.

For questions concerning the 2009 *Recruitment Strategic Planning Guide for Law Enforcement*, please contact Senior Consultant Anne Brewer, Training Program Services Bureau, at (916) 227-4895 or via e-mail at Anne.Brewer@post.ca.gov.

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