

State Policies Concerning the Hiring, Employment and Retention

of Law Enforcement Officers

Courts, Corrections and Justice Committee

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Employment Policies



- State Law
 - Minimum Standards
- State POST Office
 - New Mexico law Enforcement Academy Board
 - § 29-7-3
- Locality & Department Regulations

Challenges & Goals



- Maintain Public Trust & Public Safety
- Maintain Appropriate Staffing Levels
- Promote Diversity
- Funding

Research



- Hiring for the 21st Century Law Enforcement Officer: Challenges, Opportunities, and Strategies for Success. Washington, DC: Office of Community Oriented Policing Services. 2017.
- Fostering Public Trust in Law Enforcement in Michigan. Lansing, MI: Michigan Commission on Law Enforcement Standards. April 2017.
- Promising Practices for Increasing Diversity Among First Responders. Washington, DC: U.S. Department of Labor. December 2016.

State Law Overview



- Minimum Standards
 - Citizenship
 - Age
 - Education
 - Criminal Records
 - Drug Testing
- State Support
 - Funding
- Hiring Process
 - Promote Diversity
 - Cadet Programs
 - Hiring Programs
- Training
 - Guardianship Policing
 - Community Policing

Minimum Standards



- Citizenship
- Age (Minimum & Maximum)
- Education
- Criminal Records
- Drug Testing



Hiring Process

- Connecticut § 7-291a
 - Diversity Hiring
- Minnesota Pathways to Policing
 - Pathway to Policing. Appropriates \$400,000 each year to reimburse police departments that offer pathway to policing programs.
 - [H.F. 346] [S.F. 445]



Cadet Programs

- Community-Engagement
 - Law Enforcement Youth Cadet Corps (N. M. S. A. § 29-7B-4)
- Pre-Employment
 - Washington DC § 5-109.01
 - Ohio § 124.41
 - Massachusetts 147 § 21A
 - Michigan § 38.521
 - Illinois 65 § 5/10-2.1-8
 - Tennessee § 67-4-602



Hiring Funds

- Federal
 - COPS Hiring Program
- State
 - Maryland Public Safety § 4-501
 - State Aid for Police Protection Fund
 - Illinois 50 § 715/2
 - Law Enforcement Salary Grant Act

Training



- Guardianship Policing
 - Washington ~ \$500,000
 - 2016 Wash. Legis. Serv. 1st Sp. Sess. Ch. 36
- Community-Policing
 - Pilot Programs
- Certification

Questions?



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