



2015
Recruitment
Plan

PIQUA POLICE DEPARTMENT

Chief Bruce A. Jamison, CLEE

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To: OCLEAC File – 2.2 c
Subject: **2015 Recruitment Plan**
From: Bruce A. Jamison, CLEE, Chief of Police

Memo to File / Unclassified Public Record

While the Piqua Police Department did not issue a single document as our written Recruitment Plan in 2015, we did **considerable intention planning towards our goal of recruiting and hiring qualified individuals in an environment which would afford equal employment opportunity and a diverse workforce reflective of the citizens we routinely serve.**

To that end we:

- Utilized the National Testing Network to broaden our exposure and expand testing opportunities to multiple times and locations, all across the country
- Updated our recruitment brochure
- Posted all information, or links to the appropriate information, on a single webpage
- Used social media to drive potential candidates to the webpage for additional information
- Used social media to promote our appearances at recruitment events, engaging additional candidates in the process and showing the community our efforts to attract qualified candidates
- Spoke to a variety of African-American church groups about our desire to have a workforce that reflects their valued presence in our community. While very few actual candidates were contacted here, we used these opportunities to explain the process and encourage participants to recruit within their families for us. We emphasized sending people to our process that they would want to respond to an emergency at their house.
- Recruitment letters sent to Ohio Basic Law Enforcement Academies.
- Participation in career fairs. Most notably, we traveled to the University of Toledo, sending an officer alumnus.
- Developed a tool for compiling demographic data on potential candidates engaged at live recruitment events.
- Personally conducted one-on-one training beyond the department-wide training, for all officers utilized in a recruitment role.

Respectfully Submitted,

Bruce A. Jamison, CLEE
Chief of Police

