

Recruitment, Training, and Retention Hearing

Potential Questions to Panelists from Commissioners

Panel 1: Recruitment

Tuesday, 5/12 from 2-3 pm EDT

- Dr. Charlie Scheer, Assistant Professor, University of Southern Mississippi
- Will Johnson, Chief, Arlington, Texas, Police Department
- Valerie Cunningham, Deputy Chief, Indianapolis Metropolitan Police Department, Indiana
- Mike Yankowski, Assistant Director, Institutional Ethics and Compliance, Michigan State University (retired Chief)

1) Dr. Charlie Scheer, Assistant Professor, University of Southern Mississippi

Do you think that experiential opportunities like ride-alongs are as valuable as other enticements, like pay incentives as recruiting tools?

How can an agency attract those that are marginally interested? Is it worth the effort to sway them, meaning are they likely to stay if hired?

2) Will Johnson, Chief, Arlington, Texas, Police Department

As a police chief, how involved can you be in the recruitment of candidates for hire?

3) Valerie Cunningham, Deputy Chief, Indianapolis Metropolitan Police Department, Indiana

The Commission has heard testimony about your department's wellness program. Do you highlight that in your recruitment efforts?

4) Mike Yankowski, Assistant Director, Institutional Ethics and Compliance (retired Chief)

You were very involved in your community while chief of the Lansing Police Department. How do you think law enforcement agencies can use community organizations as recruiting opportunities?

Panel 2: Training

Wednesday, 5/13 from 2-3 pm EDT

- Erik Bourgerie, Director, Colorado Peace Officer Standards and Training
- Ric Bradshaw, Sheriff, Palm Beach County, Florida
- Grady Judd, Sheriff, Polk County, Florida

1) Erik Bourgerie, Director, Colorado Peace Officer Standards and Training

How can academies accommodate all the new recommendations for new training topics and priorities, given the existing list of required topic?

2) Ric Bradshaw, Sheriff, Palm Beach County, Florida

How do you find the balance between having your up-and-coming leaders learn from within your organization, versus outside leadership training opportunities?

3) Grady Judd, Sheriff, Polk County, Florida

Are you finding the training you need available when you need it from federal sources? Have you taken advantage of the federal training programs offered by DHS/FEMA?

Panel 3: Retention

Thursday, 5/14 from 2-3 pm EDT

- William Johnson, Executive Director, National Association of Police Organizations
- Mark Napier, Sheriff, Pima County, Arizona
- Michael Harrison, Commissioner, Baltimore Police Department, Maryland
- Sylvia Moir, Chief, Tempe Police Department, Arizona

1) William Johnson, Executive Director, National Association of Police Organizations

Where are some good places to look for outside training and leadership development opportunities outside of police agencies?

2) Mark Napier, Sheriff, Pima County, Arizona

What changes to the old LEAA program would you suggest?

3) Michael Harrison, Commissioner, Baltimore Police Department, Maryland

How do you retain good people with, what was, a thriving economy with lots of jobs available?

4) Sylvia Moir, Chief, Tempe Police Department, Arizona

How do you prioritize retention in your agency, given all of the other priorities and pressures?