

CPAC Recommendations for Pensacola Police Department Recruitment

The Pensacola Police Department should develop a strategy for Recruitment that focuses on recruiting exceptionally qualified candidates with the purpose of becoming Law Enforcement Officers. This strategy should be laid out in a General Order. The Pensacola Police Department strategy should strive to accurately reflect the demographics of the City of Pensacola.

The City of Pensacola should provide funding for a team of three full time recruiters. This team should be comprised of at least one female officer and one minority officer. The third officer is unspecified and would depend on the needs of the department.

Additionally, the Pensacola Police Department should re-evaluate its Cadet Program. Cadet pay and benefits should be competitive with other cadet programs in the area. The Cadets should be recruited locally with a heavy emphasis on recruiting from Pensacola neighborhoods. The position of Cadet should be open to taking applications for new hires year round.