

**COMMISSIONER'S CORRESPONDENCE – Recruiting the next generation of St. Louis police officers – with your help!**

Whether it is through internal discussions with our command staff and leadership, or conversations with fellow law enforcement executives from departments around the country, one of the biggest topics in policing today is recruitment.

Throughout the United States, police departments are struggling to maintain adequate staffing levels. The St. Louis Metropolitan Police Department has not been immune from these challenges, and our hiring efforts have not been able to keep up with retirements and attrition in recent years.

However, we are making progress. Over the course of this past year, under the leadership of Mayor Jones we have been successful in approving a new union contract, which has brought about historic improvements in pay and benefits – and this has contributed to improved morale among our rank and file officers. We have even seen the return of some police officers who previously left our department for other opportunities.

As we move into the fall and winter months, we are expanding our efforts to recruit future police officers to join our ranks. We will be challenging members of our department – including commissioned officers and civilian staff – to help spread the word about career opportunities with our department. We currently have a \$500 incentive bonus program to reward current employees who refer a police trainee candidate who successfully graduates the academy and will be exploring other incentives to encourage recruitment of all police employees.

This month, I would also like to extend a request, and a challenge, to our community. No matter what neighborhood in St. Louis you call home, we need your help to recruit future police officers. We are looking for dedicated men and women who are ready to take the oath, and who want to serve our communities. It might be a neighbor, a friend or a family member – I am willing to bet that each of you knows someone who might be interested in a career with the St. Louis Metropolitan Police Department.

I invite you to visit [www.SLMPDrecruit.org](http://www.SLMPDrecruit.org), to learn more about qualifications and other requirements, as well as the application process for those interested in joining our department. You can also virtually meet the members of our recruitment team, and read stories from some of our police officers about their background and journey, and what inspired them to protect and serve our city.

You can also read about a wide range of opportunities that our officers have once they put on their uniform for the first time. From patrol to traffic enforcement, investigative services to federal task force operations, there are dozens of positions and assignments available to our commissioned officers. Our implementation of proven crime prevention strategies, and a full embrace of some of the most cutting-edge technological tools, also means that our police officers have the chance to serve in a 21<sup>st</sup> century agency, and to leverage all of the best tools and strategies to make a true difference in fighting crime.

I hope you will support our efforts to recruit future police officers, and by extension, to support a more positive impact throughout our community!

I'd also like to share the result of an exciting collaboration with the International Association of Chiefs of Police, which culminated in the production of this video:

[https://youtu.be/\\_56SPGrX580?si=lOoRkLeGnbQGXRWx](https://youtu.be/_56SPGrX580?si=lOoRkLeGnbQGXRWx)

This video was shown throughout the IACP's recent conference, with a reach of more than 33,000 law enforcement executives representing 18,000 police departments in 173 countries. As you will see, the video underscores the importance of technology as part of our intelligence-led policing strategy, through which we aim to reduce crime. It also highlights the wide range of proven crime strategies we have adopted here and captures some of the excitement within our organization around the promise of a safer St. Louis as we continue to make progress in our fight against crime and violence.