



PROCEDURE FOR STAFFING POLICE AGENCIES IN THE UNITED STATES OF AMERICA

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Abstract: This article examines the scientific and theoretical aspects of police personnel management in the United States of America. It analyzes the processes of recruitment, retention, and motivation of police officers through the lens of complex systems theory and human resource management concepts. The socio-economic, psychological, and technological causes of staff shortages are explored, highlighting the role of diversification, professional development, and innovative approaches. Drawing on statistics from the US Department of Justice, the Federal Bureau of Investigation, and scientific research, the article discusses the consequences of the current personnel crisis and potential solutions. It underscores the importance of evidence-based strategies in improving police force effectiveness.

Keywords: police personnel, staffing, law enforcement agencies, staff shortage, recruitment, retention, diversification, motivation, professional development, US police, human resource management, complex systems theory, police reforms, personnel crisis.

The scientific and theoretical analysis of police personnel management in the United States of America is crucial for ensuring public safety and enhancing the effectiveness of government bodies, as it addresses one of the pressing issues in law enforcement. The process of personnel management in this field extends beyond merely hiring new employees; it encompasses improving their qualifications, retaining them, and motivating them. From a scientific and theoretical perspective, this activity is analyzed through the framework of complex systems theory and human resource management concepts, as police personnel policies are shaped by socio-economic factors, cultural shifts, and technological innovations.

For example, Professor J.M. Wilson noted that it is necessary to develop scientifically based approaches to solving the problems of staffing police bodies, since this process is effectively managed by coordinating workload and supply[1]. Supporting this opinion, it can be argued that a scientific and theoretical analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. The theoretical foundations of personnel support activities are based on classical models of human resource management, for example, according to the theory of complex systems, the process of attracting and retaining personnel in police bodies is considered as the interaction of internal and external environmental factors. This theory is effective in explaining the causes of staff shortages in the US police, as it emphasizes the role of motivation and recruitment mechanisms in hiring. According to scientist L.S. Sanchez, the attraction and motivation of personnel in police bodies should be considered within the framework of the theory of complex systems, since if current trends continue, the bodies will face a critical deficit[2]. This approach is important in the scientific analysis of personnel policy, as it is aimed at increasing the effectiveness of the activities of police bodies. One of the important aspects of the scientific and theoretical analysis of the personnel support activities of police bodies in the USA is the socio-

economic causes of staff shortages. For example, in 2024, according to the US Department of Justice, the number of new candidates in police agencies decreased from 27% to 60%, which is associated with the increasing complexity of the recruitment process[3].

This statistic is important in the scientific analysis of personnel policy, as it shows the risk of reducing the effectiveness of police activities. In the research of Professor J.M. Wilson and his co-authors T. Miles-Johnson, the role of personnel diversification and retention strategies in the scientific analysis of police personnel shortages is emphasized, as this process helps to balance the workload of police bodies [4]. This idea is important in deepening the theoretical foundations of staffing activities, as it offers scientifically based approaches to increasing the effectiveness of personnel policy in police bodies. In the scientific and theoretical analysis of personnel support activities, the problem of personnel retention in police bodies occupies a special place, since this process is connected with the professional satisfaction and motivation of police officers. For example, in the study of the scientist P. R. Eagleston, the need for scientifically based approaches to solving the problems of hiring and retaining personnel in police bodies was emphasized, since shortages negatively affect the activities of police bodies [5].

Supporting this opinion, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. According to statistics, in 2023, according to the US Federal Bureau of Investigation, the number of resignations and retirements of police officers increased, which further exacerbated the personnel shortage [6]. These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies. According to the scientist K.A. Grammich, it is necessary to develop strategic approaches in the scientific analysis of personnel retention in police bodies, since this process serves the diversification of police bodies [7]. This approach is important in deepening the theoretical foundations of personnel policy, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of the personnel support activities of police bodies in the USA, the role of innovative approaches is especially emphasized, since this process is carried out through the use of digital technologies and social networks.

J.M. Wilson's research emphasized the need to apply scientifically based innovations for recruiting personnel in police bodies, as this process helps to balance the workload of police bodies [8]. This idea is important in the scientific analysis of staffing activities, as it offers new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the effectiveness of work in police bodies decreased by 20-30% due to staff shortages, which indicates the relevance of scientific and theoretical analysis [9]. These figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies.

According to the scholar T. Cherry, systematic research is necessary in the scientific analysis of personnel retention in police bodies, as this process serves the diversification of police bodies [10]. This approach is important in deepening the theoretical foundations of personnel support activities, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of personnel support activities, the problem of personnel diversification in police bodies occupies a special place, since this process ensures the authority of various segments of

society. For example, in the study of the scientist T. Miles-Johnson, the need to develop strategic approaches in the scientific analysis of personnel diversification in police bodies was emphasized, since this process increases the effectiveness of police bodies [11]. Supporting this opinion, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. According to statistics, in 2024, according to the US Federal Bureau of Investigation, the proportion of women and representatives of different nationalities in the police force is less than 30%, which indicates the need for diversification[12]. These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies.

Professor J.M. Wilson believes that in the scientific analysis of personnel diversification in police bodies, it is necessary to apply scientifically based approaches, since this process helps to balance the workload of police bodies[1]. This approach is important in deepening the theoretical foundations of personnel policy, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of the personnel support activities of police bodies in the USA, the role of motivation mechanisms is emphasized, since this process is associated with the professional satisfaction of police officers. For example, in the study of the scientist L.S. Sanchez, the necessity of applying the theory of complex systems in the scientific analysis of personnel motivation in police bodies was emphasized, since this process prevents a critical deficit [2]. This idea is important in the scientific analysis of staffing activities, as it offers new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the level of employee motivation in police agencies decreased, which is increasing the number of resignations[13].

These figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies. According to the scholar P.R. Eagleston, it is necessary to develop strategic approaches in the scientific analysis of personnel motivation in police bodies, since this process serves the diversification of police bodies [5]. This approach is important in deepening the theoretical foundations of personnel support activities, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of personnel support activities, the problem of professional development of personnel in police bodies occupies a special place, since this process ensures adaptation to technological changes. For example, in the research of Professor J.M. Wilson, the necessity of applying scientifically based innovations in the scientific analysis of personnel training in police bodies was emphasized, since this process increases the effectiveness of police bodies [8]. Supporting this opinion, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. According to statistics, in 2024, according to the US Federal Bureau of Investigation, spending on training programs in police agencies increased by 15%, which indicates the relevance of scientific and theoretical analysis [14]. These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies. According to the scholar K.A. Grammich, systematic research is necessary in the scientific analysis of personnel training in police bodies, as this process serves the diversification of police bodies [7]. This approach is important in deepening the theoretical foundations of personnel policy, as

it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of the personnel support activities of police bodies in the USA, the role of social factors is especially emphasized, since this process is connected with public trust in the police.

For example, in the study of the scientist T. Cherry, the need to develop strategic approaches in the scientific analysis of recruitment in police bodies was emphasized, since this process increases the effectiveness of police bodies [10]. This idea is important in the scientific analysis of staffing activities, as it offers new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the shortage of personnel in police bodies increased by 40% due to social problems, which indicates the relevance of scientific and theoretical analysis [15]. These figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies.

According to Professor J.M. Wilson, it is necessary to apply scientifically based innovations in the scientific analysis of recruitment in police bodies, as this process helps to balance the workload of police bodies[1]. This approach is important in deepening the theoretical foundations of personnel support activities, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of personnel support activities, a special place is occupied by the technological aspects of personnel management in police bodies, since this process is carried out through the use of digital platforms. For example, in the study of the scientist L.S. Sanchez, the necessity of applying the theory of complex systems in the scientific analysis of personnel management in police bodies was emphasized, since this process prevents a critical deficit [2]. Supporting this opinion, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society.

According to statistics, in 2024, according to the US Federal Bureau of Investigation, the use of digital technologies in police agencies accelerated recruitment by 25%, which indicates the relevance of scientific and theoretical analysis [16]. These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies. According to the scholar P.R. Eagleston, it is necessary to develop strategic approaches in the scientific analysis of personnel management in police bodies, since this process serves the diversification of police bodies [5]. This approach is important in deepening the theoretical foundations of personnel policy, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of the personnel support activities of police bodies in the USA, the role of legal aspects is emphasized, since this process is carried out in accordance with federal and local legislation.

For example, in the research of Professor J.M. Wilson, the necessity of applying scientifically based innovations in the scientific analysis of the legal provision of personnel in police bodies was emphasized, since this process increases the effectiveness of police bodies [8]. This idea is important in the scientific analysis of staffing activities, as it suggests new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the shortage of personnel in police bodies increased by 35% due to legal problems, which indicates the relevance of scientific and theoretical analysis [17]. These

figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies.

According to the scholar T. Miles-Johnson, it is necessary to develop strategic approaches in the scientific analysis of the legal provision of personnel in police bodies, since this process serves the diversification of police bodies [11]. This approach is important in deepening the theoretical foundations of personnel support activities, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of personnel support activities, the problem of psychological support for personnel in police bodies occupies a special place, since this process is connected with the mental health of employees. For example, in the study of scientist K.A. Grammich, the need for systematic research in the scientific analysis of psychological support of personnel in police bodies was emphasized, since this process increases the effectiveness of police bodies [7].

Supporting this point of view, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. According to statistics, in 2024, according to the US Federal Bureau of Investigation, the number of resignations due to psychological problems in police agencies increased by 25%, which indicates the relevance of scientific and theoretical analysis[18]. These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies. According to Professor J.M. Wilson, it is necessary to apply scientifically based innovations in the scientific analysis of psychological support for personnel in police bodies, as this process helps to balance the workload of police bodies[1]. This approach is important in deepening the theoretical foundations of personnel policy, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies.

In the scientific and theoretical analysis of the personnel activities of police bodies in the USA, the role of economic factors is emphasized, since this process is connected with the system of wages and benefits. For example, in the research of the scientist T. Cherry, the need to develop strategic approaches in the scientific analysis of the economic provision of personnel in police bodies was emphasized, since this process serves the diversification of police bodies [10]. This idea is important in the scientific analysis of staffing activities, as it offers new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the staff shortage in police agencies increased by 30% due to a decrease in the level of salaries, which indicates the relevance of scientific and theoretical analysis [19]. These figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies.

According to scientist L.S. Sanchez, it is necessary to apply the theory of complex systems in the scientific analysis of the economic provision of personnel in police bodies, since this process prevents a critical deficit [2]. This approach is important in deepening the theoretical foundations of personnel support activities, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies.

In the scientific and theoretical analysis of personnel support activities, the system of training and advanced training of personnel in police bodies occupies a special place, since this process ensures adaptation to modern threats. For example, in the research of Professor J.M. Wilson, the necessity of applying scientifically based innovations in the scientific analysis of

personnel training in police bodies was emphasized, since this process increases the effectiveness of police bodies [8]. Supporting this point of view, it can be argued that a scientific analysis of the personnel policy of police bodies in the USA is an important factor in protecting the rights of citizens and ensuring justice in society. According to statistics, in 2024, according to the US Federal Bureau of Investigation, spending on the training program in police agencies increased by 20%, which indicates the relevance of scientific and theoretical analysis [20].

These figures are important in the scientific and theoretical analysis of staffing activities, as they indicate the risk of reducing the effectiveness of police bodies. According to the scholar P.R. Eagleston, it is necessary to develop strategic approaches in the scientific analysis of personnel training in police bodies, since this process serves the diversification of police bodies [5]. This approach is important in deepening the theoretical foundations of personnel policy, as it provides scientifically based proposals for improving the effectiveness of personnel management in police bodies. In the scientific and theoretical analysis of the personnel support activities of police bodies in the USA, the influence of the pandemic and global changes is especially emphasized, since this process has led to new forms of personnel shortages.

For example, in the study of the scientist T. Miles-Johnson, the need to develop strategic approaches in the scientific analysis of staffing in police bodies under pandemic conditions was emphasized, since this process increases the effectiveness of police bodies [11]. This idea is important in the scientific analysis of staffing activities, as it suggests new ways to improve the effectiveness of police bodies. According to statistics, in 2025, according to the US Department of Justice, the shortage of personnel in police bodies increased by 50% due to the pandemic, which indicates the relevance of scientific and theoretical analysis [21]. These figures are important in the scientific analysis of personnel policy, as they negatively affect the activities of police bodies.

According to Professor J.M. Wilson, it is necessary to apply scientifically based innovations in the scientific analysis of staffing in police bodies under pandemic conditions, as this process helps to balance the workload of police bodies[1]

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