

Table 1
Recruitment Techniques and Their Perceived Effectiveness

<u>Technique</u>	<u>Number Using</u>	<u>% Using</u>	<u>Average Effectiveness Rating (0 to 9)</u>
Word-of-mouth	118	95.0	6.83
Newspaper ads	103	83.1	5.38
Community college	89	71.8	5.62
Internet	78	62.9	4.64
Personnel listings	76	61.3	4.13
Auxiliary/reserve force	71	57.3	5.32
Job fairs	61	49.2	2.89
Police Corps	44	35.5	2.73
Radio/TV ads	34	25.4	.85

Note: Survey respondents were encouraged to select all recruitment techniques used by their agencies; therefore, percentages do not equal 100.