



Cache County Sheriff's Office

Recruitment Plan

May 2010

1. Cache County Sheriff's Office

- a. Cache County Sheriff's Office is a progressive and professional full service law enforcement agency. The Office has a reputation throughout the region as one of the finest agencies in the state. We employ approximately 200 employees in full-time, part-time, and volunteer positions. In August of 2007, the Sheriff's Office achieved the prestigious accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA).
The Sheriff's Office provides career development opportunities for all of its employees. Training of employees is a high priority and very important to maintaining the professional standards we have set.
- b. Cache County is known for its beautiful mountain surroundings, low crime rate, low unemployment, and a family friendly environment. It is a great place to live, play, attend school, and work.

2. Employment Goals/Objectives

- a. Recruiting the best possible candidate with the highest quality combination of skills and abilities to perform the required job related duties; and
- b. Having a ethnic and gender composition in the sworn ranks that is representative of our service area; and
- c. To increase the number of qualified minority applicants, with a special emphasis on females.

3. Recruitment Action Items

- a. Attend job fairs in the local community, high schools, college, and university.
- b. Be actively involved in the Bridgerland Police Academy teaching, promoting our agency, and encouraging cadets to apply with our agency.
- c. Hold open houses at the Sheriff's Office prior to testing dates.
- d. Post information on the following web pages: Cache County Sheriff's Office, Utah Sheriff's Association, Utah Peace Officers Association, and other regional law enforcement pages.
- e. Contact all Utah Police Academy locations and post testing information.

4. Evaluation and Analysis

- a. The Chief Deputy will coordinate an analysis of the hiring processes and an evaluation of this Recruitment Plan, at a minimum, triennially to ensure that the employment goal and objectives are current and focused on the needs of the Sheriff's Office.