

19th Century Exam, 21st Century Policing: An Examination of the New York State Civil Service and Police Officer Recruitment Efforts

Authors : A. Edwards

Abstract : The civil service was created to reform the hiring process for public officials, changing the patronage system to a merit-based system. Though exam reforms continued throughout the 20th century, there have been few during the 21st century, particularly in New York state. In the case of police departments, the civil service exam has acted as a hindrance to its '21st Century Policing' goals and new exam reform efforts have left out officers voices and concerns. Through in-depth interviews of current and retired police officers and local and state civil service administrators in Albany County in New York, this study seeks to understand police influence and insight regarding the civil service exam, placing some of the voice and input for civil service reform on police departments, instead of local and state bureaucrats. The study also looks at the relationship between civil service administrators and police departments. Using practice theory, the study seeks to understand the ways in which the civil service exam was defined in the 20th century and how it is out of step with current thinking while examining possible changes to the civil service exam that would lead to a more equitable hiring process and successful police departments.

Keywords : civil service, hiring, merit, policing

Conference Title : ICPAG 2018 : International Conference on Public Administration and Government

Conference Location : Cape Town, South Africa

Conference Dates : November 15-16, 2018