

If you've ever recruited for a police department, you've probably had this conversation.

**Recruiter:** Good morning – so you'd like to become a peace officer.

**Candidate:** Yeah – a buddy of mine said you guys are paying a bonus to sign up. How big is it?

**Recruiter:** We're seeking good people who sincerely want to help people and make a difference. Are you one of those good people we're looking for?

**Candidate:** Yeah – that's me! Is the starting pay \$37,500 plus that bonus?

**Recruiter:** Our officers earn respect in their community and you and your family will become a respected member of our city. We're proud of our officers and the difference they make.

**Candidate:** Tell me about the benefits – can my friend get health insurance? Do I get extra money for my internet associate's degree?

**Recruiter:** Our officers are people of integrity and they enjoy a lifetime of respect and dignity. Is this something that you desire to earn – dignity and respect?

**Candidate:** My friends said that cops never get tickets. Is this true?

**Recruiter:** When we hire people who wish to be of service to others, we find people who reap many rewards from their feeling of self worth. We hope you are a person who is motivated about service above self. Are you this type of person?

**Candidate:** Once I'm a cop, can I carry my gun everywhere? Do I need a permit or can I just carry my 44 mag' off duty?

**Recruiter:** I really want you to think about the intangibles of being a person who can qualify to be a peace officer. A person of dignity, integrity, and respect; a person who desires to make a difference. A person who wants to be a service to others and a person who will make an average living for their family.

**Candidate:** You know – I came here because of all the hoopla in the paper and on television about you needing cops and the bonuses you were paying. After I lost my other jobs, my friends told me to check you guys out – but you aren't listening to me. I asked about pay, bonus, benefits, privileges, and carrying a gun, and you haven't answered one of my questions. You must not want cops as bad as your ads say!

**Recruiter:** I'm sorry – and you are right, we haven't been listening to each other. I don't think you are the kind of person we're looking for. You seem to be looking for a job. I'm sorry we don't have any peace officer jobs available. We only have careers as peace officers. Good luck looking for your job.