

2023 CENSUS OF FEDERAL LAW ENFORCEMENT OFFICERS

U.S. Department of Justice
Bureau of Justice Statistics



Survey Completed By:

Name:	
Title:	
Agency:	
Email:	
Phone:	

You can return this survey by filling in this form electronically or by printing, filling, and scanning the form. Please return the completed form to Sean Goodison at sean.goodison@usdoj.gov.

Did your agency employ personnel with arrest and/or firearm authority in Fiscal Year 2023 (October 1, 2022, through September 30, 2023)?

Yes

No **You do not need to complete the remainder of the survey. Please return the form.**

For all questions:

- Include only personnel in the U.S. and its territories. Exclude personnel stationed overseas.
- Include only direct employees of the agency; do not include contractors.
- Include only full-time positions.
- Questions refer to fiscal year (FY) 2023 (October 1, 2022, through September 30, 2023) unless noted.

SECTION A. PERSONNEL WITH ARREST AND/OR FIREARM AUTHORITY

1. How many full-time personnel with arrest and/or firearm authority did your agency employ as of September 30, 2022 and September 30, 2023?

	Total full-time personnel with arrest and/or firearm authority
September 30, 2022	
September 30, 2023	

2. How many full-time personnel with arrest and/or firearm authority did your agency employ, by race and sex, as of September 30, 2023? If there are no employees in a category, enter '0'.

Race	Male	Female	Total
a. White, not of Hispanic origin			
b. Black, not of Hispanic origin			
c. Hispanic or Latino			
d. American Indian or Alaska Native, not of Hispanic origin			
e. Asian, not of Hispanic origin			
f. Native Hawaiian or Other Pacific Islander, not of Hispanic origin			
g. Two or more races			
h. Not known			
i. Total			

3. How many full-time personnel with arrest and/or firearm authority *held supervisory positions*, by race and sex, as of September 30, 2023? If there are no employees in a category, enter '0'.

Race	Supervisory staff with arrest and/or firearm authority
a. White, not of Hispanic origin	
b. Black, not of Hispanic origin	
c. Hispanic or Latino	
d. American Indian or Alaska Native, not of Hispanic origin	
e. Asian, not of Hispanic origin	
f. Native Hawaiian or Other Pacific Islander, not of Hispanic origin	
g. Two or more races	
h. Not known	
i. Subtotal by race (sum of rows a-h)	
j. Male	
k. Female	
l. Subtotal by sex (sum of rows j-k)	

SECTION B. PRIMARY JOB FUNCTIONS

4. How many full-time personnel with arrest and/or firearm authority did your agency employ in each of the following Office of Personnel Management (OPM) job series as of September 30, 2023? Select all that apply. Click on the job series name for more information. If the OPM series your agency uses is not listed, please indicate the series in the "Other" lines. If your agency does not use these OPM job series classification, include the count of personnel with arrest and/or firearm authority under "Other". If your agency does not employ personnel in a category, enter '0'.

Job series	Number of personnel with arrest and/or firearm authority
0007 – Correctional officer	
0025 – Park ranger	
0080 – Security administration series	
0082 – United States Marshal	
0083 – Police officer	
0085 – Security guard	
1801 – General inspection	
1810 – General investigation	
1811 – Criminal investigation	
1881 – Customs and Border Protection interdiction	
1895 – Customs and Border Protection	
1896 – Border Patrol enforcement	
Other series, specify:	
Other series, specify:	
Other series, specify:	
Other series, specify:	

5. What was the **minimum** general service (GS) level at which personnel with arrest and/or firearm authority were employed at your agency in FY 2023? Indicate the minimum GS among all the categories selected from question 4 above. Select from the drop down or if you are completing by hand, please indicate the scale from 1-15. If your agency does not use the GS scale, please select 'N/A'.

6. How many full-time personnel with arrest and/or firearm authority did your agency employ in each of the following job functions as of September 30, 2023? Count employees only once in the category that best describes their primary job function. See below for job function category definitions. If there are no employees in a category enter '0'.

Primary job function	Number of full-time personnel with arrest and/or firearm authority
a. Criminal investigation/enforcement	
b. Police response/patrol	
c. Non-criminal investigation/enforcement/inspections	
d. Corrections/detention	
e. Security/protection	
f. Court operations	
g. Other	
h. Total by function	

PRIMARY JOB FUNCTION CATEGORIES

Criminal investigation/enforcement: Includes investigators, detectives, and other personnel whose duties are primarily related to collection of evidence, interdiction and seizure of contraband, surveillance, execution of search warrants, analysis of information, arrest of suspects, development of cases for prosecutions, or any other investigation and enforcement duties pertaining to federal laws and regulations.

Police response/patrol: Includes police officers and other personnel whose duties are primarily related to preventive patrol, responding to complaints and reports of illegal activities, arresting law violators, traffic control, crowd control, handling of emergencies, or other traditional law enforcement responsibilities.

Non-criminal investigation/enforcement/inspections: Includes investigators, inspectors, and other personnel whose duties primarily involve employment and personnel security investigations, civil investigations, inspections, or any other type of investigation or enforcement not considered to be criminal in nature.

Corrections/detention: Includes correctional officers, detention guards, and other personnel whose duties are primarily related to the custody, control, supervision, or transportation of pretrial detainees, prison inmates, or detained undocumented noncitizens.

Security/protection: Includes guards and other personnel whose duties are primarily related to providing security for federal buildings, courts, records, assets, or other property, or to providing personal protection for federal government officials, judges, prosecutors, jurors, foreign dignitaries, or any other designated persons.

Court operations: Includes probation officers and other personnel whose duties are primarily related to the supervision of federal offenders on probation, parole, or supervised release. Also includes officers who serve civil or criminal process, provide witness protection, courtroom security, or other activities related to the federal court system.

Other: Includes employees whose duties are primarily related to general support, administration, research and development, training, information systems, laboratory testing, domestic security intelligence, or any other function not included above.

SECTION C. RECRUITMENT AND TRAINING

7. How many full-time personnel with arrest and/or firearm authority were hired by your agency in FY 2023?
Include lateral transfers and hires from other federal law enforcement agencies. Include personnel already working at the agency who transferred into a law enforcement-related job series.

Number of full-time personnel hired

If your agency did not hire any full-time personnel with arrest and/or firearm authority in FY 2023, please skip to Question 10.

8. How many HIRES of full-time personnel with arrest and/or firearm authority in Question 7 were:

	Number of hires
a. Entry-level: non-lateral and/or no prior law enforcement experience	<input style="width: 100%;" type="text"/>
b. Lateral: from within federal law enforcement	<input style="width: 100%;" type="text"/>
c. Lateral: from outside federal law enforcement	<input style="width: 100%;" type="text"/>
d. Other	<input style="width: 100%;" type="text"/>

9. As of FY 2023, at which training academies or centers were new hires required to complete training?
Please list all academies at which personnel with arrest and/or firearm authority undergo training (e.g., Federal Law Enforcement Training Centers, FBI Academy, National Criminal Investigation Training Academy).

10. Which of the following types of applicants for new hires with arrest and/or firearm authority were targeted through special recruitment efforts in FY 2023? Select "Yes" or "No" for each row.

Type of applicant	Yes	No
a. 4-year college graduates	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
b. Military veterans	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
c. Multi-lingual speaking	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
d. People with prior law enforcement experience	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
e. Racial/ethnic minorities	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
f. Women	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
g. Other, specify:	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>

11. Which of the following screening techniques were used by your agency in selecting new personnel with arrest and/or firearm authority as of September 30, 2023? Select "Yes" or "No" for each row. If your agency had no new hires in FY 2023, please indicate which screening techniques are normally used by your agency.

Background check	Yes	No
a. Background investigation		
b. Credit history check		
c. Criminal history check		
d. Driving record check		
e. Social media check		
Personal attributes	Yes	No
f. Cognitive ability assessment (e.g., writing, reading comprehension, analytical skills)		
g. Interpersonal skills assessment		
h. Personality/Psychological inventory		
i. Psychological interview		
j. Polygraph exam		
Physical attributes	Yes	No
k. Drug test		
l. Medical exam		
m. Vision test		
n. Physical agility/fitness test		
o. (If you answered "yes" to #11n) Does your agency have different standards based on sex?		

12. What was your agency's minimum education requirement which new personnel with arrest and/or firearm authority must have at hiring or within two years of hiring as of September 30, 2023? Select only one response. If different positions had different requirements, select the minimum among all positions. If your agency had no new personnel with arrest and/or firearm authority in FY 2023, please select the minimum education requirement that would normally apply for new personnel with arrest and/or firearm authority.

No formal education requirement —> Skip to Question 14

High school diploma or equivalent required

Some college, but no degree required

Two-year college degree required

Four-year college degree required

13. Did your agency consider any of the following as an exemption to a minimum education requirement as of September 30, 2023? Select "Yes" or "No" for each row.

Type of exemption	Yes	No
a. Law enforcement experience		
b. Military service		
c. Pilot/aviation experience		
d. Other, specify:		

14. How many full-time personnel with arrest and/or firearm authority separated from your agency in FY 2023? Include probationary rejections, layoffs, dismissals, voluntary resignations, medical or disability retirements, non-medical retirements, deaths, and other reasons. Include personnel who left the law enforcement-related job series but stayed at the agency. Do not include recruits who separated prior to completing any required training.

Number of full-time personnel separated

If no full-time personnel with arrest and/or firearm authority separated from your agency in FY 2023, please skip to Question 16.

15. How many SEPARATIONS of full-time personnel with arrest and/or firearm authority from Question 14 were:

Reason for separation	Number of separations
a. Probationary rejections	
b. Layoffs	
c. Dismissals (e.g., terminations, forced resignations or separations)	
d. Voluntary resignations	
e. Medical/disability retirements	
f. Non-medical retirements	
g. Deaths	
h. Other reasons	

16. How often does your agency require the following trainings? Select one choice per row.

Training topic	Not required	Ad-hoc (e.g, as needed, with no fixed interval)	Required only once	Once every 2 or more years	Once a year	Two or more times per year
a. Anti-bias training						
b. Firearms and/or weapons qualifications						
c. Law review (e.g., criminal and civil law, arrest, search and seizure)						
d. Policy and procedure						
e. Use of force, control tactics, and/or arrest techniques						
f. Vehicle qualifications (e.g., automobiles, motorcycle, boat, airplane, helicopter)						
g. Other, specify: <input type="text"/>						

17. Which of the following types of weapons or actions were authorized for use by your agency's personnel who had arrest and/or firearm authority, as of September 30, 2023? Select one choice per row.

	Authorized	Not Authorized
a. Open hand techniques		
b. Closed hand techniques		
c. Takedown techniques (e.g., straight arm bar)		
d. Vascular restraint or carotid hold		
e. Respiratory neck restraint		
f. Leg hobble or other restraint (not including handcuffs)		
g. OC spray/foam		
h. Chemical agent projectile (e.g., CS/tear gas, OC pellets)		
i. Baton		
j. Blunt force projectile (e.g., bean bag, rubber bullets)		
k. Conducted energy device (e.g., Taser, stun gun, Stinger)		
l. Other, specify:	↓	

SECTION D. OFFICER WELLNESS

This section asks about formal wellness programs available to full-time personnel with arrest and/or firearm authority in your agency. For this survey, please define a formal wellness program as: a program intended to reduce factors that interfere with employee physical and/or mental health by providing resources, training, and/or intervention services.

18. Did your agency offer any of the following wellness programs for use by full-time personnel with arrest and/or firearm authority in FY 2023? Select one choice per row.

Wellness program	Yes, directly managed within the agency	Yes, through agency contract with external party	No
a. Alcohol and chemical dependency treatment			
b. Chaplain service			
c. Childcare programs			
d. Coping skills to manage trauma			
e. Fatigue management			
f. Financial literacy education			
g. General stress management			
h. Nutrition and dietary education			
i. Peer support programs			
j. Physical fitness			
k. Psychological and mental health care treatment			
l. Resources for expectant mothers			
m. Suicide awareness			
n. Support for families of sworn personnel			
o. Other, specify:	↓	↓	

19. Did your agency require any of the following policies for full-time personnel with arrest and/or firearm authority in FY 2023? Select "Yes" or "No" for each row.

Policy	Yes	No
a. Regularly scheduled (e.g., annually, quarterly) psychological evaluations		
b. Response protocols after critical incidents that occurred on-duty (e.g., officer-involved shooting)		
c. Response protocols after critical incidents that occurred off-duty (e.g., death in the family, divorce)		
d. Administrative leave policy to collect weapons when there may be concerns about suicide		
e. Temporarily reduced access to service weapon when an officer is considered at an elevated risk of suicide		

FEEDBACK AND SUBMISSION

Please write any comments you would like to share with the Bureau of Justice Statistics regarding your survey response, the survey content or format, the manner of administration of the survey, or any other applicable information.

Thank you for your participation. You can return this survey by filling in this form electronically or by printing, filling in, and scanning the form. Please return the completed form to Sean Goodison at sean.goodison@usdoj.gov.