



On the Beat

Community Oriented Policing Services

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www.usdoj.gov/cops/

COPS Funds 100,000th Officer

On May 12th, President Clinton stood before members of Congress, the law enforcement community, and mayors from around the country and announced that the COPS program had funded the 100,000th officer ahead of schedule and under budget.

"Six years ago, I promised to provide local law enforcement with the resources to add 100,000 officers to our communities," said President Clinton. "With today's grants, we have made good on that promise."

The announcement of \$96 million in grants to 527 communities to fund the hiring of more than 1,400 community policing officers brought the total of officers funded to more than 100,000. To date, more than 50,000 officers have been hired and redeployed and are working in the community to fight crime.

"Amid dropping crime rates and the advancement of community policing, the funding of 100,000 officers is yet one more victory for local law enforcement

and communities across this country," said Joseph E. Brann, Director of the COPS Office. "We should not forget, however, that the success of the COPS program results from a Federal commitment to supporting community-based solutions to local concerns. The COPS program and the partnerships it has helped forge have proven that community policing is a highly effective crime-fighting strategy."

The COPS Office was created in 1994 and authorized \$8.8 billion over six years to advance community policing and add 100,000 officers to the street. This important milestone was reached in less than five years.



— President Clinton.

The COPS Office is authorized to continue awarding grants and is still accepting applications for grants under the Universal Hiring Program. ■

President Clinton Proposes Continuing COPS Program, Adding 30,000 to 50,000 More Officers

During the ceremony to commemorate the funding of the 100,000th officer, President Clinton announced that he was introducing a new omnibus crime bill. Included in this bill is the 21st Century Policing Initiative, which would continue the COPS program until 2005 and add 30,000 to 50,000 more officers to the street. The 21st Century Initiative also includes:

- \$50 million to help economically distressed communities retain their COPS funded officers;

- \$350 million to help state and local law enforcement agencies tap into new technologies to fight crime more effectively;
- \$125 million for a community crime prevention program to engage the entire community in preventing and fighting crime; and
- \$200 million for a Community Prosecutors Grant Program for the hiring of community prosecutors and the establishment and expansion of community prosecution programs. ■

On May 12th, the COPS Office achieved a major milestone, announcing that we had surpassed the President's goal of funding 100,000 community policing officers. That caused me to reflect back on the last 4 ½ years, which have gone by quickly, and the incredible work and contributions of our staff who have accomplished so much.

Many of you have heard me comment on the fact that funding 100,000 officers is not the overarching goal of this Office - it is only a means to an end. The ultimate goal is to assist state and local police agencies in their efforts to embrace and institutionalize community policing. Thanks to your efforts, that is exactly what has been happening.

The Regional Community Policing Institutes we have funded are providing unprecedented levels of training to support police professionals and citizens throughout the country. The 3-1-1 (national non-emergency number) pilot sites are pioneering



improved call management and service delivery strategies while preserving the effectiveness of 9-1-1. The Distressed Neighborhoods and COPS in Schools programs are investing valuable resources into troubled neighborhoods and threatened locations where we can do more to reduce crime rates. These are but some examples of how policing strategies are being enhanced and improved upon as a result of community policing.

The real success in all of this is due to the hard work and dedication that has been demonstrated by people at the local level - the officers on the front line, community members, local elected officials, and the chiefs and sheriffs who are committed to the principles of community policing. That is where the credit and the accolades should be directed.

Over the span of my thirty years of service in local law enforcement and with the Department of Justice, I have never witnessed the kind of success and impact that police have experienced over the past seven years. We are truly in a renaissance era of policing. Crime rates continue to decline

and community confidence and support are continuing to increase. Our vision of what is possible in our profession and within our communities has changed significantly and we are no longer content to merely react to crime and disorder. If we continue to build upon the strong foundation that community policing has provided us, I am confident that we will gain even more ground in our efforts to reduce crime and provide for healthier communities.

By the time this edition of our newsletter reaches you, I will have concluded my service with the COPS Office and will be back home in California - in a state of semi-retirement and total relaxation! But my thoughts will continue to be with all of you as you continue to make a difference in your respective communities and in this profession. I wish each and every one of you continued success in your own endeavors. I leave Washington with a sense of pride and accomplishment in what we have achieved together. Thank you for your continued support of the COPS Office and your relentless commitment to making a difference in your communities.

Joe Brown

COPS in Schools Program Helps Communities Prevent School Violence

Headlines about violence in our schools have generated a surge of interest in school safety. Unfortunately, these crimes are not isolated incidents. In an effort to prevent future tragedies and help communities develop their own responses to the problem of school violence, the COPS Office recently announced its first round of \$70 million in COPS in Schools grants to 330 communities to fund the hiring of 600 school resource officers.

The COPS in Schools program, announced in October 1998 at the *White House School Safety Summit*, helps communities hire police officers to work in schools. Grants are awarded for up to \$125,000 to pay for the salary and benefits of each new officer over a three year period.

COPS in Schools assists communities in hiring police officers to combat school-related crime and violence. The program requires police departments to work together with schools and use com-

munity policing strategies to combat school-related violence. Schools also have the ability to be creative in utilizing their officers, with some providing such services as conflict resolution and mediation, as well as drug and alcohol abuse education.

School districts all across the country know first hand that officers in schools make a difference. For the Ohio towns of Perry and Mentor, the experience of having officers walk a school beat has proven so positive that the towns plan to use a COPS grant to add additional officers.

In another Ohio town — Madison — School Superintendent Stan Heffner plans to place an officer in a Madison High School. "There are a lot of positive effects that can come from this," says Heffner. "His or her presence will act as a deterrent."

In Dowagiac, Michigan, Principal Kenneth Dockerty already has plans for the COPS funded officer he will have in his school this fall. "We're excited about the possibility of some of the things the officer will be able to do, in terms of conflict resolution."



Middle School Principal Ron Walsworth agreed, saying "It's not that we need to have a police officer here because we have so many problems. It's going to be somebody that the kids can go to with every day questions and concerns. It will be helpful for the kids to see a police officer as an everyday guy." ■

How do you have a uniformed, armed officer in a school setting, and not create a sense of impending danger? Forks Township, Pennsylvania, found a solution — make the officer part of the faculty.

At the Shawnee Intermediate School in the Easton Area School district, Officer James Rowden not only provides protection for students and teachers if needed, but also interacts with students, and provides counsel and guidance. “He’s very kid-oriented,” according to Bernadette Meck, superintendent of Easton area schools. “They respect him and look up to him. They know he represents law and order, but they have no qualms about going up and talking to him.”

*Contact: Chief Leon Fisher
Forks Township Police Department, 610-330-2200*

Alexandria, Virginia takes innovative, proactive steps to prevent school conflict and violence. The Youth Conflict and Violence Program was established to give students a forum to discuss and resolve conflicts before they escalate into larger problems of violence. The program is a coalition between students, faculty, the police department, courts, human services, and mental health agencies.



Here is how it works — the program receives tips from students, faculty, or agencies who spot potential or current conflicts and calls a meeting of the involved parties. The meeting is facilitated by representatives from the student body and pertinent agencies and offers a means of early intervention and a neutral setting for conflict resolution.

*Contact: Deputy Chief Earl Cook
Alexandria Police Department, 703-838-4700*

Police officers in Winston-Salem, North Carolina, are getting involved in children's lives early with the Super Kids program. Officers work with kindergartners and 2nd and 5th graders in each of their thirty-eight elementary schools. When the Super Kids officers are not in the classroom, they are in the lunchroom or on the playground mentoring students and preserving school safety.

Super Kids starts in kindergarten classrooms, where officers teach children to recognize inappropriate behavior and safety hazards. They teach that police officers are your friends, while strangers are not. Officers also instruct students on character building and conflict management through examples and role-play. As the kids get older, officers begin incorporating lessons on violence, peer pressure, drug and alcohol abuse, and good decision making. This early exposure sets the stage for a positive relationship between students and officers throughout their schooling.

*Contact: Sergeant David Clayton
Winston-Salem Police Department, 336-773-7944*

In Fontana, California, Officer Shawn Hare created and administers the After School Activities Program (ASAP) to offer children educational and recreational alternatives and incentives for staying out of trouble and in school. ASAP is unique, in that it requires parental involvement. Parents with children who enroll in ASAP are required to attend a parenting class or become involved in the ASAP program. Officer Hare actively recruits parents and children to participate, by marketing the ASAP program at fairs in the apartment complexes surrounding the schools, which house 90 percent of the student body.

ASAP is working. Since its inception, disciplinary problems have been reduced by 77 percent. Truancy rates among children participating in the ASAP program are down by 74 percent. Officer Hare is proud of these short-term measures of success, but is even more proud of the long-term impact ASAP is having on its participants.

*Contact: Lieutenant Terry Holderness
Fontana Police Department, 909-350-7733*

Questions & Answers - MORE Redeployment

Q What is redeployment?

A Redeployment is when sworn officers, currently employed by the grantee law enforcement agency, become available to participate in community policing as a direct result of the purchase of technology or equipment or the hiring of civilian support staff.

Q What is a Redeployment Tracking Plan?

A A tracking plan is used to track the hours saved as a result of the implementation of technology or hiring of civilians funded under a MORE grant. Each agency must choose a tracking method to best fits their needs. Acceptable methods of tracking redeployment include:

- work study plans
- studies using sampling techniques
- tracking hours directly
- any reasonable time estimate techniques

Q How is redeployment calculated?

A To calculate redeployment, law enforcement agencies must determine time saved due to the new technology, equipment, or civilian personnel. COPS uses the standard of an average officer working 228 eight-hour shifts each year or 1824 hours per year. To achieve the redeployment of one full time equivalent (FTE) officer, the time savings for one year must equal 1824 hours (1824 hours = 1 FTE). If eight officers file reports with new COPS funded laptops that save one hour per shift per officer for one year, they have saved eight hours per day or 1824 hours for the year and redeployed 1 FTE by using time saving technology.

Q What is the minimum number of FTEs an agency must redeploy?

A The number of FTEs that MORE '96 & '98 grantees must redeploy as a result of time savings achieved through the purchase of equipment or technology or the hiring of personnel is based on the amount of the grant award. This number is determined by dividing a portion (75 percent) of the total project cost by a portion (75 percent, but not to exceed \$25,000) of the cost of an officer. The result is the minimum number of FTEs the grantee must redeploy. This differs for MORE '95 grantees, who must reach the redeployment goal stated in their grant application and grant award.

Q How long do agencies have to reach full redeployment?

A Grantees should achieve full redeployment within one year of the technology becoming fully operational or the civilian personnel hired. Deadline (no cost) extensions can be requested so that each MORE grantee has adequate time to achieve redeployment.

Q What is required of agencies to stay in compliance with redeployment requirements?

A Agencies receiving COPS MORE grants must:

- develop and implement a reasonable Redeployment Tracking Plan
- be able to demonstrate enhanced community policing activities as a direct result of time saved
- complete MORE Progress Reports when required
- retain the federally funded technology, equipment, or civilians and the resulting redeployment

A New Tool for Grantees

The COPS Office recently produced *Grant Monitoring Standards and Guidelines for Hiring and Redeployment*, a guide to COPS grant compliance standards. This technical document provides information on the administration and compliance requirements of COPS grants. COPS staff will use this document in determining whether or not grantees are complying with their Hiring and Making Officer Redeployment Effective (MORE) grant terms and conditions. The guide is available to grantees to use as a tool to properly manage COPS grants.

Grant Monitoring Standards and Guidelines for Hiring and Redeployment reviews the eight compliance categories for COPS Hiring and MORE grants, provides a definition of each of the categories, and lists their terms and conditions. It also offers a comprehensive list of performance standards and indicators for each compliance category, which indicate if grantees are meeting the intent of the COPS grant programs. The eight compliance categories include:

- community policing;
- time savings for redeployment;
- retention;
- allowable costs;
- source of matching funds;
- supplanting;
- training; and
- reporting.

Copies of the guide are available on the COPS website at www.usdoj.gov/cops or by calling the U.S. Department of Justice Response Center at **1. 800. 421.6770.**

Community Profile - PREVENTING JUVENILE CRIME: PEQUANNOCK TOWNSHIP

The Pequannock Police Department (PPD) serves a community of 15,000 in New Jersey. They have received COPS grants to hire two new community policing officers and advance community policing. With these awards, the PPD joined forces with the Boys and Girls Club to reach out to local youth, offer safe activities, and prevent juvenile delinquency.

Community policing officers of the PPD focus on building relationships with area youth. They spend time in area schools, talking with students and teachers, teaching drug and alcohol education classes, and participating in school activities. But primarily, they are role models to students.

The officers work out of a substation in the Boys and Girls Club. They counsel students who come to the center to participate in after-school activities and help students with their homework during the Power Hour tutoring program. They ensure that students have fun, safe activities that will keep them off the street by sponsoring teen nights and other alternative activities. The youth take advantage of having an officer in the facility by sharing their problems and seeking advice. Sergeant Rick Jennings, who heads up the project, stresses the importance of building a relationship with the students. He says, "We try to help kids before a little problem becomes a big one. It is much easier for a kid to talk to an officer on his turf than to walk into a police station. Students are coming up to me with problems. It's definitely working."

The PPD reaches out to targeted youth as part of their effort to prevent juvenile delinquency. Officers regularly come into contact with young people engaging in at-risk, yet non-criminal, behavior. Since the partnering of the PPD and the Boys and Girls Club, officers no longer have to wait for the delinquency to escalate into a police matter before taking action. Instead, they refer these juveniles to the Boys and Girls Club's delinquency prevention program.

The PPD also sponsors the Cops 'n Jocks program, to build trust between athletes and police. Off duty police officers attend games and practices, sitting on the sidelines and offering advice and counsel. Officers use these opportunities to build a rapport with teenagers and dispel the common beliefs that cops are only there to arrest people. The coach of the high school track team noted how much students look forward to the arrival of the officers who drop by their practices. "It is nice to see kids running toward a police car instead of running away from it."

The youth have taken an interest in the officers and developed a relationship of mutual respect and friendship. They often tell officers about how they avoided trouble for fear of disappointing them. The youth feel comfortable coming to them to discuss everything from a fight with a parent to problems with substance abuse to domestic violence in their homes. Parents often come by the Boys and Girls Club to let officers know about problems with youth in the neighborhood. This open relationship is allowing officers to intervene early and prevent situations from escalating.

In the three years since the PPD adopted community policing and dedicated resources to working with youth, the township has enjoyed a significant decrease in the nuisance crimes that most affect the quality of life in Pequannock. Graffiti no longer pollutes the neighborhood and youths are no longer on the street corners as they were a few years ago. Under-age drinking incidents and related offenses have decreased. And residents are taking notice. They feel safe and confident in their police force and the local youth. The tide has turned in Pequannock. ■



Sgt. Rick Jennings demonstrates the equipment in his patrol car to Junior Police Academy participants at the Boys & Girls Club

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”
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cops Calendar

July 18-21	U.S. Department of Justice Annual Conference on Criminal Justice Research and Evaluation Washington, D.C Contact: (703) 684-5300	Aug 31-Sep. 1	U.S. Department of Health and Human Services Next Millennium Conference: Ending Domestic Violence Chicago, Illinois Contact: (800) 281-9519.
July 27-30	Office of Juvenile Justice and Delinquency Prevention National Youth Gang Symposium Las Vegas, Nevada Contact: (800) 446-0912	September 1-2	The Office of Community Oriented Policing Services Dimensions in Problem Solving - Making It Work for You San Diego, California Contact: Ken Howard (202) 633-1495
July 31	The Office of Community Oriented Policing Services Putting the Community into Community Policing Longview, Texas Contact: Ken Howard (202) 633-1495	September 14-15	The Office of Community Oriented Policing Services Neighborhood Revitalization South Lake Tahoe, Nevada Contact: Ken Howard (202) 633-1495
August 3-4	Child Abuse Prevention Center of Utah Twelfth Annual Multidisciplinary Conference on Child Abuse and Domestic Violence Ogden, Utah Contact: Teresa Brookline (801) 393-3366	September 20-23	The Office of Community Oriented Policing Services East Coast Community Policing Annual Conference Knoxville, Tennessee Contact: Karl Bickel (202) 633-1495
August 16-18	The Office of Community Oriented Policing Services Community Policing Against Violence Ventura, California Contact: Ken Howard (202) 633-1495	September 26-28	U.S. Department of Justice Regional Law Enforcement-Corrections Partnership Workshop Raleigh, North Carolina Contact: Erin Von Tobel (703) 684-5300
August 28	The Office of Community Oriented Policing Services Putting the Community into Community Policing Fort Worth, Texas Contact: Ken Howard (202) 633-1495		

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For more information or to receive a free copy of this newsletter, write to the COPS Office, Attn: On the Beat, 1100 Vermont Avenue, NW, Washington, DC 20530, or visit our Website at www.usdoj.gov/cops

You can also call the US Department of Justice Response Center at 1.800.421.6770
Within the Washington area, call 202.307.1480

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