U.S. Department of Justice
Office of Community Oriented Policing Services

Retention Solutions

Community Oriented Policing Services
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Long-term Strategic Planning

The commitment in Seattle, Wash. (population 526,000), to community policing can be traced back nearly 10 years. In 1990, Seattle citizens approved a special Public Safety Action Plan to create our Community Police Team.

We received four officers under COPS AHEAD. Several new officers were assigned to community policing duties in the Domestic Violence Unit. Others were named to the Team for Youth program that partners police with the Department of Housing and Human Services to focus on at-risk youth.

Chief Norm Stamper
Seattle, Wash.

As with all grants that require local match or financial commitments after the grant expires, the retention requirement for COPS officers received careful consideration by the department, the Mayor's Budget office, and the Seattle City Council. The Seattle Police Department is a general fund agency of the city, and the City of Seattle uses a two-year budget cycle.

This two-year budget process facilitates long-term planning. We submit our proposed budget nearly one year before the actual budget begins. That leaves plenty of time for everyone to review, revise, negotiate, and finalize the budget.

Given the long budget cycle, we were prepared when our COPS AHEAD grant expired in March. As of July 1, 1998, these new officers were fully-funded by Seattle's general fund. Given the success of the COPS AHEAD grant, we have also submitted new plans to the Mayor and City Council requesting additional officers during the next budget cycle.

COPS has helped Seattle's community policing grow tremendously. Our citizens and police are working together to fight crime, anticipate and solve problems, and build partnerships that open communication in both directions. *Contact: Assistant Chief Jim Deschane, Seattle Police Department, (206) 684-5773.*

Sound Fiscal Management

In Portland, Ore. (population 503,000), the Police Bureau was awarded grant money under the Universal Hiring Program just last summer. This grant is allowing us to hire 60 community policing officers. Although the grant is not scheduled to end until July 31, 2000, planning is already underway to retain the officers following its expiration.

Chief Charles A. Moose
Portland, Ore.

Our City Council and the mayor of Portland are committed to retaining these officers. Earlier this year, the Council passed an ordinance that states "reoccurring funds have been implemented in the Police Bureau budget as a plan to retain COPS-funded

officers following the end of the grant," in addition to our existing budget at that time. We have also implemented a tracking system to follow the budget funds used to support the hired officers during the grant.

Both this money and funds for salaries and benefits covered by the current grant are budgeted for an ongoing five-year city budgetary planning system that is renewed with the start of each new fiscal year. Our initial planning covered years one through five (during and after the term of the grant) and the start of our new fiscal year covers through year seven. *Contact: Chief Charles A. Moose, Portland Police Bureau, (503) 823-0000 or Officer Betty Woodward (503) 823-0293.*

School Safety Partnership

In Roy, Utah (population 30,000), we decided to take advantage of COPS funding to fight the sharp increase in gang-related violence and crime here and throughout Weber County. The Roy City Police, the Weber County Sheriff's Office, the Washington Terrace Police, and the Weber County School District teamed up to apply for a COPS-funded officer. We wanted to assign a full-time officer to each of four high schools in the county. Our application was complete with a commitment from the Board of Education to provide the local match and continue financial support after the grant funding ended.

Chief Chris Zimmerman
Roy City, Utah

The school resources officer program has been extremely successful over the past four years. We have met our original objectives and added numerous other programs (such as a Youth Court and a Police Advisory Council) to complement it. Schools report lower levels of truancy, gang activity, and alcohol/tobacco use. In fact, the schools have been so pleased with the program that, when the grant expired in July 1997, the district increased its share of retention funding to 50 percent of the officer's salary and benefits. One year later, it has again committed funding and successful school safety partnership continues. *Contact: Chief Chris Zimmerman, Roy City Police (801) 774-1063.*

Cost-Effective Planning

In Bennington County, Vt. (population 35,845), the sheriff's department is supported by grants and contracts for law enforcement services with towns in the county. In addition, the county government supplies the sheriff's office with office space, clerical personnel, liability insurance, and training.

Taking advantage of the COPS formula for decreasing the Federal funding share through the life of the grant is allowing local towns to slowly assume the full costs of its patrols. At the conclusion of the grants, we hope to have the townships committed through contracts to continue with us at full-funding. The COPS program is allowing rural towns to have more police in their communities at a price they can afford. *Contact: Sheriff Gary J. Forrest, Bennington County Sheriff's Office (802) 442-4900 or fax (802) 442-7282.*