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# NEIGHBORHOOD POLICING NEWS

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Welcome to the first edition of the *Neighborhood Policing News*. As with other Department updates, the *Neighborhood Policing News* will be published monthly. Each edition will contain news pertaining specifically to implementing Neighborhood Policing in Boston. Articles about Neighborhood Policing efforts in other cities will also be featured regularly. Please take the time to read what we hope will be an interesting and informative monthly publication.

## PARTNERSHIP BETWEEN

By now, everyone knows the importance of the three P's: *Partnership, Problem Solving and Prevention* in Neighborhood Policing. Partnership, in particular, will play an essential role in the implementation of the Neighborhood Policing Plan of Action over the next eight months.

The implementation of Neighborhood Policing is structured around the completion of 25 tasks. These tasks are detailed on pages 36 through 44 of the Plan. In order to successfully fulfill the goals of each task, partnership, within the BPD as well as between the BPD and the community and other city agencies is needed.

### EXAMPLES OF PARTNERSHIP WITHIN THE DEPARTMENT INCLUDE:

#### BOOSTING ATTENDANCE AT POLICE-COMMUNITY MEETINGS

Since the September introduction of the Neighborhood Policing Plan by Commissioner Roache at the Boston Public Library, follow-up meetings have been held in each district. These meetings served to introduce the plan to local communities as well as provide a forum for questions and answers related to implementing Neighborhood Policing in Boston.

With assistance from Bob Neville, the Director of the Graphic Arts Section, posters announcing the time and location of each district meeting were produced and distributed to all districts. Community Service Officers (CSOs) placed posters in neighborhood storefronts and other public areas. All district meetings were well attended. Many districts continue to hold monthly meetings. Others hold monthly community meetings in conjunction with local civic organizations. Since Neighborhood Policing embodies the philosophy of decentralization, districts are encouraged to hold community meetings at times and places to meet their neighborhood's specific needs. Posters will continue to be printed in advance of all meetings to encourage even stronger community participation.

Increased community participation via Neighborhood Crime Watch Programs has also occurred. Neighborhood Crime Watch Director Chris Hayes and his staff are mailing monthly district meeting announcements to local Crime Watch groups. Similarly, district CSOs have been very successful in working with neighborhood newsjftpers to encourage local press coverage of Neighborhood Policing.

In all, numerous offices and bureaus within the Department have worked together as partners to encourage participation and boost attendance at district community meetings.

## PARTNERSHIPS FOR TASK IMPLEMENTATION

Developing partnerships within the Department is crucial to successfully implementing the 25 tasks. Some examples follow: Department-wide input is needed to successfully implement Task 14: Reward and Promotional System (page 41 in the Plan). Input from officers throughout the Department is essential. What kinds of reward should a problem-solving, fear-reducing Neighborhood Policing beat officer receive? As stated in the Plan, "The entire system of providing assignments, promotions and awards must be reexamined."

Joan Brody, the Neighborhood Policing Coordinator from Superintendent-in-Chief Bratton's Office, has been asking District Commanders and CSC's for their thoughts on Neighborhood Policing rewards. Anyone who has ideas about appropriate (and realistic) rewards is encouraged to send their ideas to Joan by December 31, 1992. (See Joan's address and FAX information in the last paragraph.) Joan is also collecting information from Houston, New York, Portland, and Seattle about their Neighborhood Policing reward and promotional systems. All information will be forwarded to Superintendent Maloney and Ed Callanan, Director of Human Resources, to complete Task 14.

Partnership within the Department is needed to effectively complete Task 24: Paperwork and Forms (page 44 in the Plan). Department-wide input is essential. This is especially true for employees using departmental forms on a regular basis. A Paperwork and Form Subcommittee will convene in January 1993, to develop the most efficient method to assess existing forms and create new forms in line with the goals and objectives of Neighborhood Policing. Officers and Civilians interested in joining the subcommittee should contact Joan Brody by December 24, 1992.

These are just a few examples of how partnership within the Department is crucial to implementing Neighborhood Policing.

### EXAMPLES OF PARTNERSHIP BETWEEN THE DEPARTMENT AND COMMUNITY:

Partnership between the Department and the Community is evident at District Community Meetings and Crime Watch Meetings as well as in daily interactions between citizens and officers in the neighborhoods. This partnership is also illustrated in the process of completing of the 25 tasks.

#### CITIZEN PARTICIPATION ON ADVISORY COMMITTEES AND SUBCOMMITTEES

- A proposed list of members for the Police Academy Curriculum Advisory Committee is currently being reviewed.
- Citizens are participating in focus groups to assist in developing Neighborhood Civilian Training (Task 12)
- Community members in every neighborhood are beginning to work with their districts to identify and prioritize problems in their neighborhoods. (Tasks 2 and 3)

The Police and Community will become partners by working together to address youth issues. The Department is working with



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various community agencies such as the Neighborhood Justice Network, Citizens for Safety and United Methodist Urban Services, to develop programs to enhance the youth-police relationship.

Moreover, future issues of *the Neighborhood Policing News* will contain a section devoted to Neighborhood Policing Community News written and submitted by members of different neighborhoods every month. There will also be a Neighborhood Policing Officer News section written and submitted by Boston Neighborhood Police Officers and Community Service Officers. All these efforts illustrate commitment and partnership between the Police and Community.

## IL TASK PROGRESS REPORT

Commissioner Roache has talked about the 25 tasks in the Neighborhood Policing Plan of Action "making up the core of Neighborhood Policing, not the perimeter." Flexibility is built into the implementation process. Over the next eight months, minor and major changes in completing the 25 tasks may occur. The tasks are not inclusive.

For example, a youth component is being added to the Plan. Five Youth Officer positions will be implemented, one in each Area, in January 1993. These Youth Officers will also coordinate activities with the PAL (Police Athletic League) Program. Changes and additions to the 25 tasks will be presented in this monthly update as well as details about the most current and pressing tasks.

### *Immediate Tasks: Progress Report on the Most Pressing Tasks*

(Please note that completion dates only signify the final deadline. AU tasks require a great deal of work prior to the actual completion date.)

#### TASK 1: DEVELOPMENT OF DISTRICT NEIGHBORHOOD POLICING PLANS

Plan Completion Date: July 1993 and;

Anticipated Completion Date: July 1993

#### TASK 2: ASSIGN VOLUNTARY NEIGHBORHOOD POLICE OFFICERS

Plan Completion Date: January 1993

Anticipated Completion Date: January 1993

According to a survey recently completed by district Captains, there are currently 91 beat officers covering 54 beats. Please note, however, due to limited resources, beat officers in several districts are needed to respond to 911 calls. More information about each beat and beat officer continues to be collected to ensure we meet our goal of 100 Neighborhood Police Officers in January 1993. The District Neighborhood Policing Plans listed under Task 2 will be completed by the 100 beat officers as part of their training in January and February 1993.

#### TASK 3: PATROL DEPLOYMENT ANALYSIS

Plan Completion Date: January 1993

Anticipated Completion Date: January 1993

James Jordan, the Director of the Office of Strategic Planning and Policy Development (OSPPD) and his staff are on schedule in assessing the Department's staffing needs. OSPPD is developing an employee skills survey as well as undertaking a Department census for all employees, to be conducted in January 1993.

#### TASK 5: SPECIALIZED UNIT ANALYSIS

Plan Completion Date: January 1993

Anticipated Completion Date: January 1993

Superintendents Saia, Maloney and Evans are working together to assess the mission, staffing and output of each specialized unit. Their recommendations will be presented to Superintendent-in-Chief Bratton in January 1993.

#### TASK 13: POLICE ACADEMY CURRICULUM ADVISORY COMMITTEE

Plan Completion Date: November 1992

Anticipated Completion Date: December 1992

When finally approved and initiated, the Curriculum Advisory Committee will serve as a multi-purpose advisory group to the Boston Police Academy. The committee will review present curriculum content that is outside the mandated Massachusetts Criminal Justice Training Council Curriculum. They will advise the Academy Director in assessing the need for and assist in the development of additional training to be conducted by the Training and Education Division. They will serve to ensure the inclusion of the community perspective as well as insight from outside sources such as universities, business and citizens' groups. The collaboration of the Curriculum Advisory Committee with the Boston Police Department's Training and Education Division increases the degree of partnership with the community we serve.

The first Curriculum Advisory Committee meeting is tentatively scheduled in January 1993.

#### TASK 20: INSTALLATION OF NEW ID SYSTEM: CENTRALIZED INSTALLATION

Plan Completion Date: November 1992

Anticipated Completion Date: February 1993

FY 93 funding constraints have pushed back the completion date for installing the new Imaging System by approximately three months. The good news is that the delay resulted in an expansion from the original program in Areas B-2 and C-II to include all districts. As of December 9, 1992, funding has been authorized and installation is beginning.

#### TASK 21: INSTALLATION OF NEW COMPUTERS AND LANS

Plan Completion Date: January 1993

Anticipated Completion Date: December 1992

Deputy Superintendent Casey and his staff are on schedule installing the new computers and LANS (Local Area Network System) throughout the Department. Installation was completed on December 8, 1992. Deputy Casey is also developing training proposals to assist new computer users throughout the Department.

#### TASK 24: PAPERWORK AND FORMS

Plan Completion Date: July 1993

Anticipated Completion Date: July 1993

A subcommittee consisting of district officers, civilians and other department members familiar with regularly used forms (there are over 2,620 forms on record in the Department) will convene to January 1993 to develop the most efficient strategy for identifying obsolete forms, revamping old forms and creating new forms to fit the goals of Neighborhood Policing.

#### TASK 25: INTERNAL COMMUNICATION\*

Plan Completion Date: December 1992

Anticipated Completion Date: December 1992

Progress on this task is proceeding quickly. New posters for district meetings, expanded Department updates and revamped routing slips are just a few examples of communication improvements. These will continue throughout and beyond the implementation of Neighborhood Policing.

## III. THE IMPLEMENTATION TEAM

To ensure maximum input from all areas, Department-wide coordination is required to successfully and efficiently implement the 25 tasks. The 30 member Neighborhood Policing Implementation Team has been formed to provide insight and oversee the implementation of the Neighborhood Policing Plan. More on the Implementation Team next month.

### **FYI:**

Joan Brody is also putting together a Neighborhood Policing Resource Room that will include materials from across the nation. If you have materials to donate or would like to read up on a specific area, please let Joan know.

Do you have any questions, comments, suggestions about the Neighborhood Policing Update? Contact Joan Brody, Neighborhood Policing Coordinator at 343-5660 (FAX 343-5003).

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*Any questions or suggestions relative to information contained in the updates should be referred to the Office of the Superintendent in Chief, either in writing or by phone (343-5660). All inquiries will be acknowledged.*