

# CHALLENGES AND SUCCESSSES

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# CHALLENGES

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BUDGET CONSTRAINTS  
POLICE-COMMUNITY RELATIONS  
RECRUITING



CHALLENGE:  
BUDGET CONSTRAINTS

GREAT RECESSION

STAFFING REDUCTIONS

FEWER SWORN OFFICERS

STEADY CALLS FOR SERVICE/EMERGING CRIME  
THREATS





# SUCCESS!

- TECHNOLOGY
- CROSS-TRAINING
- ALTERNATIVE REVENUE
- OFFICER WELLNESS
- COLLABORATIONS



CHALLENGE:  
POLICE-COMMUNITY RELATIONS

HIGH PROFILE INCIDENTS

SOCIAL MEDIA

DISTRUST OF POLICE OFFICERS

MINORITY COMMUNITY





# SUCCESS!

- TRUST AND LEGITIMACY
- INTERNAL CONTROLS
- COMMUNITY PROGRAMS
- YOUTH PROGRAMS





CHALLENGE:  
RECRUITING

FEWER APPLICANTS

COMPETITIVE ENVIRONMENT

MINORITIES AND WOMEN

“RIGHT” KIND OF OFFICER



# SUCCESS!

- 22 NEW HIRES WITHIN TWO YEARS
- COMMUNICATION SKILLS
- DESIRABLE WORKING ENVIRONMENT
- DIVERSITY





# SUCCESS!

