# CHALLENGES AND SUCCESSES

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#### **CHALLENGES**

BUDGET CONSTRAINTS

POLICE-COMMUNITY RELATIONS

RECRUITING



## CHALLENGE: BUDGET CONSTRAINTS

GREAT RECESSION

STAFFING REDUCTIONS

FEWER SWORN OFFICERS

STEADY CALLS FOR SERVICE/EMERGING CRIME
THREATS



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















## CHALLENGE: POLICE-COMMUNITY RELATIONS

HIGH PROFILE INCIDENTS
SOCIAL MEDIA
DISTRUST OF POLICE OFFICERS
MINORITY COMMUNITY



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



### CHALLENGE: RECRUITING

FEWER APPLICANTS

COMPETITIVE ENVIRONMENT

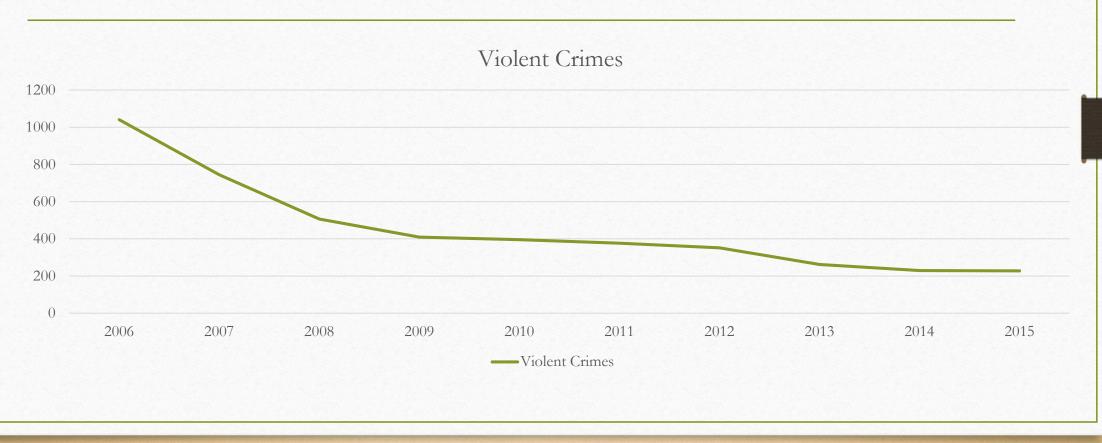
MINORITIES AND WOMEN

"RIGHT" KIND OF OFFICER



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





Source: FBI Crime in the U.S., https://ucr.fbi.gov/ucr-publications