CHALLENGES AND SUCCESSES

ERIC D. HAWKINS
CHIEF OF POLICE
SOUTHFIELD POLICE DEPARTMENT
CHALLENGES

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!

Violent Crimes