

Crime -  
Police Hiring

## COMMUNITY POLICING GRANTS ANNOUNCEMENT

Wednesday, February 9, 1994

\* Mayor Daley, Mayor White, Mayor Rice, Mayor Minor, I want to commend you for all that you're doing to help make your communities and our country safe again. Violent crime and the fear it provokes are ripping this country apart, and every one of us is going to have to work night and day the way you are if we're going to restore the basic freedoms of civilized society.

\* Today, I am proud to announce that the four cities on the phone and 30 other cities and towns across the country will receive the second round of grants from my administration to put more police on the street and expand community policing. The Justice Department received applications from some 3,000 communities across the country; we have now awarded grants to more than 100 cities and towns nationwide. Every city in America is coming to the same conclusion: more police on the street -- done right -- equals less crime.

\* These grants are another downpayment on my pledge to put 100,000 new police officers on the streets of America. We've got to do that and more. I've told Congress that I want them to send me a comprehensive crime bill as soon as possible that puts 100,000 more police on the street, bans assault weapons, expands boot camps and prisons and drug courts, and says to violent offenders: Those who commit crimes will be punished, and those who commit a third violent felony will be put away, and put away for good. The American people need that crime bill, and we need it now.

\* On Monday, we announced our budget plan for this year, which sets up a five-year, \$22 billion Violent Crime Reduction Trust Fund that takes the money we save from reducing the federal bureaucracy and sets it aside for the purpose of fighting crime. Earlier today, Lee Brown and I announced our new Drug Control Strategy, which expands drug treatment programs that will keep hardcore addicts off the street. Two items in our budget this year got bigger increases than almost anything else in my whole domestic agenda: one was community policing (which went up \$1.7 billion) and the other was the drug budget (which went up \$1 billion).

\* But you know as well as I do: this isn't just about money. It's about parents teaching their children right from wrong. It's about individuals taking personal responsibility for their own lives. It's about giving our young people something to say yes to. It's about neighborhoods working together with the police as partners against crime.

\* In my State of the Union Address, I singled out a brave young officer named Kevin Jett, whose beat is 8 square blocks in one of the toughest neighborhoods in New York City. I read about him in the newspaper, and I asked him to come down here to stand and be recognized for what he and so many others do. What we're doing here today is to make it possible for officers just like him to walk beats in your cities, working with your people to take this country back, neighborhood by neighborhood and block by block.

EXECUTIVE OFFICE OF THE PRESIDENT

08-Feb-1994 06:19pm

TO: Bruce N. Reed  
TO: Jose Cerda, III

FROM: Dawn M. Friedkin  
Intergovernmental Affairs

SUBJECT: numbers

Large jurisdiction \$14,066,585, 186 officers funded  
Chicago  
Seattle  
Cleveland  
Saint Louis  
Miami  
Newport News  
San Bernardino

Small jurisdictions \$26,309,883, 364 officers funded  
27 cities (let me know if you want me to fax the specifics)

Thanks for your help.

## HOUSTON, TEXAS

- o Applied in Round One, requesting \$3 million to fund 40 officers to serve a city of 1.6 million.
- o The 40 requested officers would be assigned to 20 store fronts and other community policing activities.
- o Houston is seeking to increase its police force from 4,334 to 5,000 sworn officers.
- o Selection criteria rest primarily on need and strategy, but also include continuation and retention of officers to be hired. Houston has a weak continuation and retention plan.
- o The city's current ratio of residents to officers is 341 to one.
- o Unemployment is 8.7%, down from a high of 10.2% in 1986.
- o Experienced high officer attrition during late 1980s and increasing crime, as well as closure of police store fronts.
- o The 1992 Crime Index for Part I offenses is 91 per 1,000 residents.

CALVIN M. DOOLEY  
20TH DISTRICT, CALIFORNIA



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Congress of the United States  
House of Representatives

CALIFORNIA OFFICE  
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April 21, 1994

Mr. John Emerson  
Deputy Director  
Presidential Personnel  
Room 155  
Old Executive Office of the President  
Washington, D.C. 20500

→ *Rehm / Ron Klain / Boyle*  
*→ This and Surovsky's*  
*are both important*  
*John E.*

Dear John *John*

I am taking this opportunity to contact you regarding the pending grant application by the City of Fresno, California for additional monies to hire police officers under the President's Supplemental Appropriation Act of 1993. As you know, \$150 million was allocated for the Police Hiring Supplemental Program.

Attached for your review is previous correspondence I have sent to Attorney General Reno expressing my support for the Fresno application. The first two rounds of grant recipients have already been announced and I am hopeful that the City of Fresno will be announced as a grant recipient in the third round.

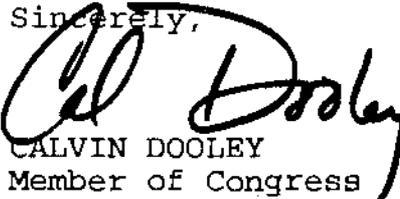
There are a number of compelling arguments as to why the City of Fresno's application should be granted. First and foremost, Fresno's crime rate is the second highest in the state, with 123 crimes per 1,000 residents which ranks ahead of such metropolitan areas as Long Beach, Los Angeles, and Sacramento. Two cities the size of Fresno in the State of California, one in Sacramento County and one in San Bernardino County, have received awards under this program. The crime rates for these areas is significantly lower than the level of Fresno. Throughout the first two rounds of grant announcements, the largest population center in the central part of the state has been completely left out even though one of the biggest crime problems within the state exists within this region. The City of Fresno has undertaken efforts to combat the crime problem and the new officers which could be added through the approval of the grant program would help them continue their innovative approaches to fighting crime.

The City of Fresno, along with my colleague Rick Lehman and I, were disappointed that the City did not make the final cut for the Job Corp Centers that were announced by the Department of Labor last month. A Police Hiring grant would go a long way toward combatting the severe crime problem in one of California's fastest growing cities. Attached is a copy of a newspaper

article from the Fresno Bee describing the increased violence.

If I can be of additional assistance in forwarding further information to you, please do not hesitate to contact me.

Sincerely,



CALVIN DOOLEY  
Member of Congress

CD:dg



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**Congress of the United States**  
**House of Representatives**

January 11, 1994

The Honorable Janet Reno  
Attorney General  
United States Department of Justice  
10th and Constitution Avenue N.W.  
Washington, D.C. 20530

Dear Madam Attorney General:

Now that the first round of grants under the Police Hiring Supplement Program have been made, I wanted to take this opportunity to once again support the proposed hiring program submitted to your Department by the City of Fresno, California.

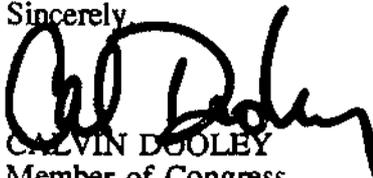
Fresno was not a recipient under the first round of grants, but I understand there are two rounds of grants yet to be announced. I would urge your highest consideration for Fresno's proposal under either of these rounds.

There is little doubt that Fresno is in dire need of added law enforcement. Dwindling state and local resources are being stretched to serve a community that is already dealing with unemployment near 15 percent and the assimilation of thousands of low-income refugees. Public services, including law enforcement, are being taxed, and among the results is one of the worst crime rates in the state, if not the country. Fresno, with 123 crimes per 1,000 residents, ranks ahead of such urban areas as Long Beach, Los Angeles and Sacramento.

Fresno has devised an aggressive plan, which is already in the pilot stage, to address its staggering crime problem. The plan, known as Problem Oriented Policing, has proved effective in the only area of the city it was implemented, which experienced a 30 percent drop in serious crime. The aim of Problem Oriented Policing is to identify situations that could lead to crime and then get the entire community involved in helping to eliminate those situations. It is the sort of community involvement that you and President Clinton have advocated. Should Fresno receive a grant, the program could be expanded to all five of the city's areas.

Again, I strongly support the proposal for federal funding submitted by the City of Fresno, and I urge your careful consideration of this proposal.

Sincerely,

  
CALVIN DOOLEY  
Member of Congress

CD:ap

**CALVIN M. DOOLEY**  
20TH DISTRICT, CALIFORNIA



AGRICULTURE COMMITTEE  
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**Congress of the United States**  
**House of Representatives**

March 1, 1994

The Honorable Janet Reno  
Attorney General  
United States Department of Justice  
10th and Constitution Avenue N.W.  
Washington, D.C. 20530

Dear Madam Attorney General:

During a recent trip to my district I, along with my colleague, Richard Lehman, had the opportunity to participate in a Problem Oriented Policing (POP) briefing and tour conducted by the Fresno (California) Police Department. Because Fresno is applying for a Supplemental Police Hiring grant I wanted to share with you my impression of the program.

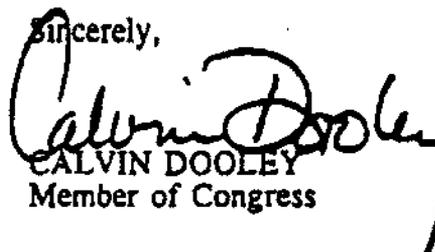
Currently the Fresno Police Department has only one POP area in its five-area jurisdiction. If awarded, the Supplemental Police Hiring funding would be used to apply the program to other parts of the city.

Since the Fresno POP program was established in late 1992, the crime rate has been reduced by 14.5 percent in that one area of the city -- a figure that I was very impressed with. But, what impressed me more was the testimony that I received from my constituents who live and work in the POP area. As the direct beneficiaries of the program, they told me that it has been very successful at reducing neighborhood crime by developing partnerships with police, businesses, schools and key city departments. Through these partnerships they can identify and solve problems before they become crimes. The statistics and citizen input have further convinced me that this is a program that does work. I am sure you will agree that this successful example of community and police interaction closely conforms to what you and President Clinton desire in a community policing grantee.

In conclusion, as you know, Fresno was not selected in the first two rounds of announcements. With the third and final round approaching, I again ask for your utmost consideration of their proposal.

Thanking you in advance.

Sincerely,

  
CALVIN DOOLEY  
Member of Congress

CD:les

N

# 5 weekend deaths strain justice

■ 1984 homicide count of 38 tops last year's 22.

By Charles McCarthy and Floyd Cattine  
The Fresno Bee

Detectives were busy sorting evidence Monday after a weekend of violence that propelled Fresno's 1984 homicide count to 38, keeping the city well ahead of last year's record-setting pace.

At this time a year ago, the total was 22.

Homicide Sgt. Darryl Green said the five violent deaths from the weekend were

putting a strain on the criminal justice system.

"We're running about three autopsies behind right now," Green said early Monday.

Two of the deaths were from an apparent murder-suicide involving an 80-year-old man and his grandson Sunday afternoon.

Police said Johnnie L. Luckey used a shotgun to kill his 33-year-old grandson, Bryan Dale Farris, and then turned the gun on himself in a bathroom at their North Calliech Street home.

Detective Al Murriletta said the two

men had quarreled but he wouldn't say what it was about.

"He (Farris) didn't do anything to justify getting shot," the detective said.

Relatives told police that the dispute seemed to be over, but Luckey got his shotgun and fired once, striking Farris in the head.

Farris' 7-year-old son administered cardiopulmonary resuscitation but without success. Police said Luckey then called Farris' mother and told her what had happened before taking his own life.

Luckey was retired and lived with his invalid wife. His grandson was unemployed and had been living with his

# system

grandparents. He had worked previously as a security guard at Fresno Community Hospital and as a delivery driver for a pizza restaurant.

Luckey's death was not included in the homicide count because it was self-inflicted.

In another Sunday slaying, police said Theresa Mason was arrested on suspicion of murder in the stabbing of Lafayette Montrail Foreman, 21.

Detective Vines Zavala said Foreman had been visiting Mason at her home in the 1400 block of South Sierra Vista

Please see Violence, Page B2

## Violence: Homicide toll mounts to 38 with weekend deaths

Continued from Page B1

Avenue when they quarreled about Foreman urinating in her front yard.

Mason told police that Foreman slapped her and she stabbed him in response. She then called 911 to report what had happened.

Two other victims of unrelated shootings also died Sunday.

Richard Teniente, 36, died of gunshot wounds from a Saturday-night confrontation with an off-duty correctional officer who was preparing to visit Teniente's estranged wife.

Police refused to identify the correctional officer, who shot Teniente outside an apartment complex in the 1000 block of West Griffith Avenue.

Witnesses said the shooting occurred when the correctional officer and his 7-year-old daughter arrived at the apartment complex to visit the woman. Police said the officer fired after Teniente confronted him and started hitting him.

Police said the correctional officer was authorized to carry the weapon, so he has not been arrested.

"We're treating it like an officer-involved shooting," Green said. "He [the shooter] was never booked."

Detective Robert Schlotis said reports will be forwarded to the Fresno County District Attorney's Office, which will conduct its own investigation.

Also Sunday, Raoul Quevedo, 25, died after being shot four times in the back outside the Melody Restaurant at Divisadero and H streets.

Police said Quevedo had been in the restaurant earlier and had argued with a group of men. He reportedly left but returned to confront the group. He was shot while walking away.

B-1 FB 4-19-84

# POLICE HIRING SUPPLEMENT PROGRAM

## FACT SHEET: ROUND TWO

### PROGRAM GOALS

- To increase the number of sworn law enforcement officers serving areas where they are needed most by hiring additional law enforcement officers or rehiring law enforcement officers who were laid off as a result of budget reductions.
- To improve the long-term ability of law enforcement agencies to engage in community policing to prevent crime, promote problem solving, and enhance public safety by deploying additional sworn law enforcement officers.
- To improve public safety through innovative crime prevention, including community policing.

### FUNDING

- On July 2, 1993, President Clinton signed the 1993 Supplemental Appropriation Act, which provided \$150 million for this program.
- One-half (\$75 million) of the program funds will be awarded to jurisdictions with populations at or above 150,000; one-half (\$75 million) will go to jurisdictions with populations of less than 150,000.
- Grant funds can be used only for the salaries and fringe benefits of hired or rehired sworn law enforcement officers over a **three-year period**. Funding for overtime costs is prohibited.

### AWARD AMOUNTS

- \$1 million maximum for jurisdictions below 150,000 population.
- \$2 million maximum for jurisdictions between 150,000 and 749,999.
- \$3 million maximum for jurisdictions between 750,000 and 2 million.
- \$4 million maximum for jurisdictions above 2 million population.

### FEDERAL SHARE

- Federal share **per officer** may not exceed the greater of: (1) 75 percent of the total salary and benefits over the life of the grant, up to a maximum of \$75,000; or (2) 50 percent of the total salary and benefits over the life of the grant. Federal share per officer may be increased if a jurisdiction submits evidence of extraordinary economic hardship.

## **ELIGIBILITY REQUIREMENTS**

- A law enforcement agency, or consortium of law enforcement agencies, is eligible to receive funding. A state law enforcement agency is eligible if it has law enforcement jurisdiction and provides local law enforcement services to communities within its state.

## **STATUS OF APPLICATIONS**

- Applications are being considered competitively in three rounds. Funding will be distributed in three rounds. Applicants that do not receive awards in the first two rounds will be reconsidered during subsequent rounds.
- Overall, the Department received over 2,700 applications for grants to hire additional sworn law enforcement officers. These included 1,088 applications in Round One; 538 applications in Round Two; and 1,134 applications in Round Three.
- Of the more than 2,700 applications received overall, more than 90 percent are from jurisdictions serving populations of 150,000 or less. Fifteen applications have been received from jurisdictions serving populations of more than two million.
- Most applicants (78.7 percent) are municipal police departments, followed by county police and sheriffs (16.5 percent). The remaining 4.8 percent come from Indian tribes, consortia, special police (e.g., housing or transit authorities, universities), and state police.
- Law enforcement agencies from every state, the District of Columbia, and several U.S. territories submitted applications.
- The number of officers requested ranged from 1 to 123, with an average of 5. Jurisdictions with populations under 150,000 requested an average of 3 officers. Jurisdictions with populations above 150,000 requested an average of 21 officers.
- More than 100 applicants (4 percent) requested an increase in the federal share per officer.

## REVIEW AND SELECTION PROCESS

- Applications are reviewed and scored using a consistent and fair process. Reviewers score each application according to the following **Selection Criteria**:

**Public Safety Need.** Applicants must demonstrate their need for additional sworn law enforcement officers in their jurisdiction, based on public safety and/or economic factors.

**Community Policing Strategy.** Applicants must specify how they will address their crime and related problems through community policing.

**Implementation Plan.** Applicants must specify how program funds will be used to deploy additional sworn police for community policing activities.

**Continuation and Retention Plan.** Applicants must describe how they intend to continue the project and retain the additional officers after the grant concludes.

**Additional Resource Commitments.** Applicants must describe non-program resources that will be provided from other organizations in support of the project.

- The Department of Justice may also consider geographic or other factors to ensure an equitable distribution of grants.

## ROUND TWO AWARDS

- Thirty-four jurisdictions, located in 20 different states, received awards in Round Two. These awards totaled approximately \$26 million and will help pay to hire or rehire 364 additional law enforcement officers. The recipients include 33 police departments and one city that will contract for police services with a county sheriff's department.
- Illinois received 3 awards, which include nearly 20 percent of the money distributed in Round Two. California received the largest number of Round Two awards, 5, which represents about 8 percent of the funds distributed. Eight other states each had two jurisdictions that received awards in Round Two.
- Five states -- Arkansas, Missouri, New Mexico, Oklahoma, and Wyoming -- that did not receive awards in Round One, have jurisdictions that were funded in Round Two.
- Seven awards were made to jurisdictions with populations of 150,000 or above. These included a \$4 million grant to Chicago, a \$2 million grant to Cleveland, and awards exceeding \$1.7 million to Miami and St. Louis. Seattle, San Bernardino, and Newport News received awards of approximately \$1.5 million.

- Twenty-seven awards were made to jurisdictions with populations of less than 150,000. These included 4 grants to jurisdictions of 100,000 to 150,000 population; 6 to jurisdictions of 50,000 to 99,999; 8 to jurisdictions between 25,000 and 49,999; and 9 to jurisdictions of under 25,000 population.

#### **TOTAL PROGRAM (ROUNDS ONE AND TWO)**

- One hundred and eight jurisdictions, located in 36 different states, have received awards in Rounds One and Two. These awards totaled approximately \$76 million and will help pay to hire or rehire 1,022 additional law enforcement officers. The recipients include 101 police departments, three cities that will contract for police services from their county sheriffs, two sheriffs' departments, one Indian tribe, and one consortium.
- California has received the largest number of awards, 18, which represents about 17 percent of the money distributed. Florida received 9 awards, which account for approximately 9 percent of the funds; Illinois received 6 awards, which account for almost 8 percent of the funds; and New York received 5 awards, which account for almost 6 percent of the money distributed to date.
- Eighteen awards have been made to jurisdictions with populations of 150,000 or above. These included \$4 million grants to the cities of Chicago and Los Angeles, a \$3 million grant to San Antonio, and awards of \$2 million or less to thirteen cities and two counties.
- Ninety awards have been made to jurisdictions with populations of less than 150,000. These included 10 grants to jurisdictions of 100,000 to 150,000 population; 21 to jurisdictions of 50,000 to 99,999; 25 to jurisdictions between 25,000 and 49,999; and 34 to jurisdictions of under 25,000 population.
- Seven jurisdictions have received an increase in the federal share per officer.



# Department of Justice

FOR IMMEDIATE RELEASE  
WEDNESDAY, FEBRUARY 9, 1994

AG  
(202) 514-6094  
(202) 616-2777  
TDD (202) 514-1888

## PRESIDENT CLINTON ANNOUNCES GRANTS TO HIRE MORE POLICE OFFICERS

WASHINGTON, D.C. -- President Clinton today awarded grants to 34 local law enforcement agencies for hiring additional police officers. The grants, totaling more than \$26 million over three years, will help hire or rehire 364 police officers in communities across the nation.

"Every grant brings us a step closer to our goal of putting 100,000 more police on the streets," President Clinton said. "By working together with Congress to pass the Crime Bill, we can reach that goal and help combat violence in our communities."

This is the second round of grants awarded under the Police Hiring Supplement program, which is a \$150 million presidential initiative in the FY 1994 supplemental budget. Under the initiative, local law enforcement agencies competed for funds to hire police officers and implement community policing.

"The Justice Department received over 2,700 applications from large and small jurisdictions for funds to hire additional police officers," Attorney General Janet Reno said. "Police

(MORE)

chiefs, mayors, and citizens are telling us they need more officers on the street, but we can't come close to funding all of the requests we received." She added, "After the last grant is awarded, we will have funded fewer than one in ten of these requests. Communities need the Crime Bill."

This grant program is a forerunner of the policing and public safety section of the Crime Bill, which provides for additional police officers to engage in community policing.

Through community policing, law enforcement agencies forge partnerships within the community to develop problem-solving techniques to tackle specific problems within the neighborhood that may contribute to crime.

In the first round awards, announced in December 1993, 74 jurisdictions received awards of almost \$50 million to hire 654 law enforcement officers. The third and final round, expected to be announced in early spring, will award about \$75 million to fund approximately 1,000 more officers in about 100 jurisdictions.

#### **ROUND TWO AWARDS**

In this second round, 34 jurisdictions, located in 20 states, received awards. They include 33 police departments and one city that had no police service, but will now be able to contract for police services with its county sheriff. The Department of Justice designed the process so that large and small departments do not compete directly for the same funds.

(MORE)

Half of the program's total funds (\$75 million) have been set aside for law enforcement agencies serving populations of 150,000 or more, and the other \$75 million is for smaller jurisdictions.

Seven awards totaling \$14 million were made to those larger jurisdictions. These include a \$4 million grant to Chicago, a \$2 million grant to Cleveland, and awards greater than \$1.7 million to Miami and St. Louis.

Some 27 jurisdictions with populations less than 150,000 received awards totaling \$12.2 million. These included four grants to jurisdictions of 100,000 to 150,000 population; six to jurisdictions of 50,000 to 99,999; eight to jurisdictions between 25,000 and 49,999; and nine to jurisdictions with less than 25,000 population.

#### **GRANT SELECTION AND FUNDING**

In applying for funds in this competitive grant program, law enforcement agencies needed to demonstrate a strong public safety and/or economic need and provide a sound strategy explaining how hiring additional sworn officers would lead to expanded community policing. These agencies also had to outline how they plan to use additional resources from the community to support their efforts. In addition, they needed to demonstrate that they intend to continue community policing and retain the new positions after the grant expires in three years.

The Justice Department received 1,088 applications by October 14, 1993, for first round consideration. An additional

(MORE)

538 new applications received by November 1 were considered for the second round together with those not chosen in round one.

The third pool will include all earlier applications from rounds one and two that were not funded, plus the 1,134 additional applications received by the third round deadline of December 1, 1993.

To ensure that the greatest number of jurisdictions receive awards, the maximum amount any one department can receive is limited based on the applicant's population. Jurisdictions serving more than two million residents can receive a maximum of \$4 million, while the smallest departments can receive a maximum of \$1 million.

There also is a cap on the extent of the federal share. The Federal share for each officer may not exceed the greater of 75 percent of the total salary and benefits over the three-year life of the grant, up to a maximum of \$75,000; or 50 percent of the total salary and benefits for the life of the grant.

Attached is the complete list of all jurisdictions receiving grants in the second round. Also included are summaries of each site's proposed program and the name of a local contact.

For congressional inquiries contact the Office of Legislative Affairs at (202) 514-2141. For other non-media inquiries contact the Office of Public Liaison and Intergovernmental Affairs at (202) 514-4365.

\* \* \*

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO CASPER, WYOMING**

**Applicant:** Casper Police Department

**Amount of Award:** \$450,000

**Population:** 46,742

**Number of Officers to be Hired/Rehired:** 6

**Program Description:** Casper is a small city in central Wyoming. It has the state's highest crime rate, yet the smallest number of police officers relative to population size. Since the 1970s, Casper has had a 23 percent decrease in the number of sworn officers while calls for service and reported crime have increased. Drugs and related crime are an increasing problem. State law limits the ability of Wyoming cities and counties to raise taxes to fund additional police.

The police department has been involved with various organizations and community leaders to create a sense of community. Officers have been involved in DARE (Drug Abuse Resistance Education), the School District Crisis Management Team, and the Diversion Program, which focuses on first-time juvenile offenders. The police department has also used mounted and bicycle patrols as warranted.

The addition of six officers will allow Casper to dedicate six veteran officers to four designated neighborhoods, each of which has unique crime-related problems. Each officer will work out of a substation and will be assigned to the same beat for an extended period of time. The officers will organize neighborhood meetings, visit schools and churches, and work with local merchants in a grass roots effort to identify and eradicate the causes of crime in these neighborhoods.

The police department will train the new community police officers, other members of the department, and members of the community on community policing and related subjects.

For further information contact:

**In Casper:**

Deputy Chief Art Washut  
Casper Police Department  
307/235-8225

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO HAYNEVILLE, ALABAMA**

Applicant: Hayneville Police Department

Amount of Award: \$36,941

Population: 1,030

Number of Officers to be Hired/Rehired: 1

**Program Description:** Hayneville is located 23 miles southwest of Montgomery, the capital of Alabama. It is a bedroom community for Montgomery workers and has experienced an upward trend in population. Local unemployment has been almost twice the state average for the past five years and is now about 17 percent. Sufficient personnel and funds are not available to provide full-time police service. Local criminals tend to take advantage of the "off duty time" of the police department.

Currently the police department is working closely with other public agencies, including law enforcement agencies from nearby communities, to develop innovative responses to their problems. The department also provides in-service training for officers, participates in a local drug task force, and is implementing a DARE (Drug Abuse Resistance Education) program. There is also a grassroots effort to improve public safety by initiating a community policing program. The town plans to form the Hayneville Community Policing Committee (HCCP) to act in an advisory capacity. This group will consist of two local residents, a representative of a local law enforcement agency, a local attorney, and town council representatives. They will serve initially to establish the program and then evaluate its effectiveness.

With this additional officer, the police department will provide law enforcement services on a 24-hours-a-day/seven days-a-week basis; work closely with community leaders in problem areas; implement a neighborhood watch program; work with other agencies to improve communications, crime prevention programs, and police intelligence efforts; sponsor town-wide meetings; and establish a foot patrol. Due to the small size of the department, all officers will be trained in community policing techniques.

For further information contact:

**In Hayneville:**

Kathy McHugh  
Hayneville Police Department  
205/277-1031

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO PINE BLUFF, ARKANSAS**

Applicant: Pine Bluff Police Department

Amount of Award: \$472,875

Population: 57,140

Number of Officers to be Hired/Rehired: 8

**Program Description:** Pine Bluff is about 30 miles south of Little Rock in the Arkansas Delta. A declining population and other factors have eroded the city's tax base. Police calls for service, however, have risen steadily, reflecting significant increases in serious property and violent crime. Pine Bluff's unemployment rate in 1992 was 10.9 percent. About 28 percent of the city's population lives in poverty. The 1990 U.S. Census ranks Pine Bluff 21st among cities over 50,000 with the greatest percentage of residents living at or below the poverty level.

The police department already has strong ties to the community and currently supports Neighborhood Watch programs, provides crime and drug abuse prevention information in the public schools, and sponsors Explorer Scouts. The police also engage in other crime prevention work with the general public, such as holding a "crime fair" and using foot patrols in some downtown and commercial areas.

The additional eight officers will provide greater visibility and contact with the residents of Pine Bluff. Working out of the community relations unit, three of the additional officers will provide DARE (Drug Abuse Resistance Education) training in the schools and gang prevention activities that combine the roles of instructor, counselor, and security officer to help young people stay out of gangs. Several additional officers will investigate property crimes and make call-back reports to citizens. The remaining new officers will conduct directed patrols that target specific enforcement problems.

For further information contact:

**In Pine Bluff:**

Major Brad King  
Pine Bluff Police Department  
501/543-5100

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO MERCED, CALIFORNIA**

Applicant: Merced Police Department

Amount of Award: \$461,763

Population: 56,216

Number of Officers to be Hired/Rehired: 6

**Program Description:** Merced is the largest city in a predominantly rural county in the San Joaquin Valley of central California and serves as the dispersal point for most government services for the county. With its unemployment rate already at 17 percent, Merced is preparing to deal with the closure of nearby Castle Air Force Base, which will mean further job losses and economic strains at a time when state assistance is diminishing. This city's population growth rate of 32.6 percent made Merced the 15th fastest growing area in the nation in the 1980s. The 1990 U.S. Census ranks Merced 39th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level.

Currently, it is also one of the most ethnically diverse cities in America, with large populations of recently arrived immigrants who are Southeast Asian refugees (Hmong from Laos) or who are Hispanic. Their very limited understanding of U.S. culture or English greatly complicates delivery of police services. In addition, the city has experienced a rapid emergence of youth gangs and related violence, and at least 37 gangs are operating in the city.

With six additional officers, the police department will implement a two-prong strategy. First, they will move to decentralized management, establishing three police districts, each of which will be staffed by teams of supervisors, patrol officers, detectives, and traffic officers. These teams will be housed in area stations to maintain a constant presence in their neighborhoods. Each area will have its own area commander, who will also organize an advisory counsel with local citizens to help plan delivery of police services.

Second, each area will have a two-officer youth/gang violence unit that will develop and implement a multi-disciplinary approach to youth problems. The officers will work with school personnel and mental health workers to intervene with youth at an early stage and to provide them with appropriate counseling and educational incentives. The department will continue to use its two community aides (one Hispanic and one Southeast Asian) to facilitate conflict resolution and help locate other needed assistance.

For further information contact:

For General Program Information:

**In Merced:**

Chief Patrick N. Lunney  
Merced Police Department  
209/385-6915

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO SAN BERNARDINO, CALIFORNIA**

Applicant: San Bernardino Police Department

Amount of Award: \$1,439,195

Population: 164,164

Number of Officers to be Hired/Rehired: 17

**Program Description:** Located 60 miles east of Los Angeles, San Bernardino has one of the nation's highest overall crime rates as well as one of the highest murder rates in California. Officials believe that much of this is attributable to the exodus of gang members and other criminals from Los Angeles. Over 10 major gangs, with 2,100 members, have been documented in the city. The 1990 U.S. Census ranks San Bernardino 56th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level. The current unemployment rate is 16 percent, more than twice the national average. The economic situation has been aggravated by the loss of several major businesses, city government downsizing, and the scheduled closure of nearby Norton Air Force Base, with an estimated loss of 10,000 military and civilian jobs.

The department is refining its current efforts through the application of problem-oriented policing, where decision making is handled at the lowest level of the organization. Police officers work extensively with outside agencies (such as code enforcement, the city attorney, the housing authority, and the fire department) to identify and solve problems that cause crime. One initiative that will be expanded with the additional officers is the "Neighborhood Services Team." This group brings relevant agencies together under police leadership to work in a problem area for about six months before they move to another area.

The police also work extensively with about 500 neighborhood watch groups and with citizen patrol members, who act as extra "eyes and ears" for the police and prevent crime by their mere presence. A bicycle patrol team also works the downtown area. Crime prevention education has been a cornerstone of the police department's efforts, and they extend these efforts to young people by deploying three officers to instruct in the DARE program (Drug Abuse Resistance Education). The police sponsor the Junior Police Academy to provide young children with an alternative to gang involvement and to cultivate future interest in police work. The department also sponsors a Law Enforcement Explorers Post for older children.

The 17 additional officers will augment the existing community policing programs and will serve the entire city.

For further information contact:

**In San Bernardino:**

Assist Chief Wayne Harp  
San Bernardino Police Department  
909/384-5603

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO SAN JUAN BAUTISTA, CALIFORNIA**

**Applicant:** City of San Juan Bautista

**Amount of Award:** \$75,000

**Population:** 1,650

**Number of Officers to be Hired/Rehired:** 1

**Program Description:** This historic city is located in the foothills below the Gavilan Mountains in San Benito county in rural central California. The closure of Fort Ord Army Base and the county's largest employer, a cannery, have devastated the local economy. Unemployment currently approaches 20 percent. The city also incurred significant costs related to the 1989 Loma Prieta earthquake, which was centered nearby. Declining tax revenues, increased costs of public works, state-mandated expenditures, and fiscal mismanagement reached a crisis in September 1992. In a drastic move to regain control over fiscal matters, the City Council abolished all city jobs, including the one police officer. Although the County Sheriff has provided police services since then, the city has been without full-time police protection. By the summer of 1993, the city was out of debt and was able to hire a new city manager and a part-time employee.

With these federal funds, the City of San Juan Bautista will once again be able to police itself. They will contract with the Sheriff's office for the full-time, permanent services of a deputy -- an individual who was laid off earlier. The citizens are willing to continue to donate their efforts to help with crime prevention and control, but now they will have the needed leadership of a full-time officer. City residents will help determine appropriate solutions and will continue to support a Neighborhood Watch program and a youth Police Athletic League, as well as other crime prevention activities. One of the priorities is the protection of historic landmarks from gang graffiti.

For further information contact:

**In San Juan Bautista:**

Dennis McDuffie  
City Manager  
408/623-4661

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO SHAFTER, CALIFORNIA**

Applicant: Shafter Police Department

Amount of Award: \$75,000

Population: 10,133

Number of Officers to be Hired/Rehired: 1

**Program Description:** The City of Shafter is a small, rural community located 17 miles northwest of Bakersfield. Although surrounded by vast agricultural tracts, problems typical to many urban areas are beginning to surface. Gangs are making concerted efforts to recruit young people from this area, and indicators such as territorial graffiti, dress, and turf-related crime are alarming citizens of the community. In 1992, the unemployment rate in the area was approximately 14 percent, and the police department had to lay off two sworn officers in 1992.

The police and the community have been working together to resolve public safety issues. Town meetings are held on a regular basis, and the city government constantly works to strengthen its partnership with citizens, community groups, government agencies, schools, and members of the criminal justice system. Community policing will be implemented throughout the entire city. Each officer on the force will receive intensive and ongoing training. An experienced officer will be assigned to full-time community policing duties. This officer will be involved in alcohol and drug prevention programs, police athletic leagues, high-risk youth intervention, neighborhood response groups, and youth diversion programs.

The department will seek to hire a bilingual officer whose sole purpose will be to facilitate the dialogue among the various factions in the community and the police/community working group. This officer will also work with the Kern County Sheriff's Department to develop joint strategies as part of the Sheriff's ongoing "Mi Familia/Su Familia" Hispanic outreach program.

For further information contact:

**In Shafter:**

Captain James Anderberg  
Shafter Police Department  
805/746-8900

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO WATSONVILLE, CALIFORNIA**

Applicant: Watsonville Police Department

Amount of Award: \$180,969

Population: 31,099

Number of Officers to be Hired/Rehired: 2

**Program Description:** Watsonville is the second largest city in Santa Cruz County and is located on Monterey Bay, less than 50 miles from "Silicon Valley." The city faces multiple drug problems, including street-level heroin markets, marijuana cultivation, and off-shore unloading of drugs. Also, authorities have identified over 300 active gang members. Violent crime rose 33 percent from 1991-1992, and Watsonville's violent crime rate is significantly higher than the national average. The economy has been negatively affected by lingering aftershocks from the 1989 Loma Prieta earthquake and many plant closings. Bad weather for several consecutive years has hurt the largely agricultural economy, and the closure of Fort Ord resulted in many lost jobs. In 1992, unemployment in this area was 18.7 percent.

The Watsonville community has already undertaken many initiatives to contend with its crime and juvenile problems. The police department implemented a community policing program and operates a three-officer gang unit that takes both preventative and enforcement measures. The school district, youth services agency, and recreation departments all focus on youth and their families. Five local agencies participate in a "Gang Intervention Team," and the police and other officials work through the Santa Cruz Criminal Justice Council. The police department is currently working with a foundation to support the operations of a satellite police station. A bicycle patrol program, supported by local business, has been operational since July 1993.

The Award Valley Unified School District will provide the matching funds for one of the new officers who will be assigned to the high school and its surrounding community to increase police/community interaction and problem solving. The officer will work with the students and the neighborhood to identify specific strategies. The second officer will be a "More Alternatives for Safety" officer, who will coordinate all existing community policing programs. These include the above-mentioned efforts as well as: DARE (Drug Abuse Resistance Education), Truancy Abatement Crime Suppression, anti-graffiti paint-outs, and leadership for the South Main Business Association.

For further information contact:

**For General Program Information:**

**In Watsonville:**

Chief Terry A. Medina  
Watsonville Police Department  
408/728-6008

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO FORT MYERS, FLORIDA**

Applicant: Fort Myers Police Department

Amount of Award: \$600,000

Population: 45,026

Number of Officers to be Hired/Rehired: 8

**Program Description:** Fort Myers is located in southwest Florida on the Gulf Coast. Over 500,000 tourists visited Fort Myers in 1992. Between 1988 and 1992, the number of violent crime calls for service in Fort Myers increased 99 percent and property crimes increased 30 percent. Violent crime in 1992 was at an all-time high. The unemployment rate has nearly tripled in the past five years to its current level of almost 11 percent. About one-third of the minority population lives below the poverty level.

Since 1991, Fort Myers has been restructuring its police department. One of the changes has been the shift toward department-wide community policing, which Fort Myers hopes to accomplish within the next three years. Initial community policing efforts have been successful in two target areas where officers have been deployed on bicycle and foot patrols. The police hope to build on partnerships with the community that have developed through Neighborhood Crime Watch Groups and Neighborhood Advisory Committees.

The police department will continue to place special emphasis on juveniles through its school resource officer program, GRAMPA program (Getting Retirees Actively Motivated to Policing Again), DARE (Drug Abuse Resistance Education), Police Explorer Scout camp, and Respect for Law camp.

The eight additional officers will permit Fort Myers to assign a citywide community policing coordinator, who will have numerous responsibilities including the assessment and referral of at-risk youth and overall management of the community policing program. Seven officers will also be assigned to coordinate programs in their respective response areas, with an emphasis on at-risk youth and their families. Working with community leaders, businesses, and local officials, these officers will establish and maintain community resource centers.

For further information contact:

For General Program Information:

**In Fort Myers:**

Chief Donna L. Hansen  
Fort Myers Police Department  
813/338-2153

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO MIAMI, FLORIDA**

Applicant: Miami Police Department

Amount of Award: \$1,950,000

Population: 358,548

Number of Officers to be Hired/Rehired: 26

**Program Description:** Miami is the urban core of Metropolitan Dade County in southern Florida. It is the sixth most densely populated city in the United States, with a large influx of refugees. In 1992, Miami's unemployment rate exceeded 14 percent. The 1990 U.S. Census ranks Miami 13th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level. The area is still coping with the after-effects of Hurricane Andrew in 1992. Miami's crime rate is one of the highest in the nation; since 1988, the city experienced a 14 percent increase in violent crime.

The police department has been practicing community policing since 1992. At the core of its program are the Neighborhood Enhancement Teams (NETs), multidisciplinary teams that work with communities in problem solving. There are 11 NET Service Centers in Miami, staffed with a police neighborhood resource officer (NRO), public service aids, a city representative, a zoning inspector, a sanitation inspector, a public works inspector and a jobs counselor.

The NRO for each of the 11 service areas acts as a team leader for a host of police officers who provide patrol, investigative, and specialized enforcement. The NRO and NET Administrator advise police district commanders of crime trends; so that they can use IMPACT (Intense Mobilization of Police Against Criminal Trends) teams to immediately respond to emerging problems through arrest and other interventions. The NRO also works with citizens to identify problems and initiate corrective actions. The 26 additional officers will permit an increase in the number of NROs in the existing 11 NET service areas throughout Miami.

For further information contact:

**In Miami:**

Major Dean De Jong  
Miami Police Department  
305/579-6524

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO CHICAGO, ILLINOIS**

Applicant: Chicago Police Department

Amount of Award: \$4,000,000

Population: 2,783,726

Number of Officers to be Hired/Rehired: 50

**Program Description:** Chicago, which is located in northeastern Illinois on Lake Michigan, is the Midwest's major mercantile and financial center. Its 1992 unemployment rate was 9.2 percent. That same year, with about one-quarter of the state's population, Chicago accounted for nearly three-quarters of all violent offenses in Illinois. Of the 940 homicides in Chicago in 1992, 28 percent of victims and 45 percent of the perpetrators were under the age of 21. Between 1988 and 1992, violent crime in the city increased by 22 percent.

The Chicago Alternative Policing Strategy (CAPS) has been operational since April 1993 in five prototype districts. Under CAPS, police officers in each district are assigned to either beat or rapid response teams. Beat officers work closely with the community to identify and solve crime problems and collect and analyze relevant information to prevent increasing criminal activity. Each CAPS district has its own CAPS community advisory committee, which includes police, community business leaders, and representatives of other city agencies. These committees set broad priorities, identify problems and solutions, and assess the effectiveness of CAPS program efforts. In addition, a CAPS neighborhood relations office in each district provides coordination with a variety of governmental and social service agencies.

The police department will expand the CAPS model into the city's remaining 20 police districts as resources permit. The 50 additional officers will permit full implementation of CAPS in two new districts.

For further information contact:

**In Chicago:**

Barbara B. McDonald, Director  
Research and Development Division  
Chicago Police Department  
312/747-6203

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO COUNTRY CLUB HILLS, ILLINOIS**

**Applicant:** Country Club Hills Police Department

**Amount of Award:** \$238,881

**Population:** 15,431

**Number of Officers to be Hired/Rehired:** 3

**Program Description:** Despite its name, this suburban Chicago city has neither country clubs nor hills. It is one of several bedroom communities that is beginning to feel the impact of crime displaced from larger cities. Most significant has been the influx of gang activity, which is focused in several specific neighborhoods. The police department participates with the other Chicago suburbs in the South Suburban Emergency Response Team to work on critical situations. With increasing frequency, this team has focused on drug and gang-related activities.

The police department already has made good progress in implementing community policing activities. For the past four years, foot patrols have been used in the business district. With the addition of 3 new officers, two more officers can be deployed on foot patrols. There is also an active community relations program that works with homeowner organizations and neighborhood watch groups. The community relations officer also works with the DARE program (Drug Abuse Resistance Education), Officer Friendly, and gang resistance. The police department anticipates expanding its community relations and educational efforts in the areas of gang recognition and awareness, as well as drug abuse prevention and education.

Currently, the department assigns one officer (part-time) to the schools to provide security. The third additional officer will allow this position to be expanded to full-time and to assist the schools with crime prevention activities. The city recently established a Youth Committee that draws members from every school district, the parks, library districts, and the police. This committee will continue to provide counseling, drug prevention and abuse programs, job training, and other skill-building opportunities.

For further information contact:

**In Country Club Hills:**

Janet R. Muchnick, City Manager  
Country Club Hills  
708/798-2616

**For General Program Information:**

Harri J. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO EAST ST. LOUIS, ILLINOIS**

Applicant: East St. Louis Office of Public Safety

Amount of Award: \$977,270

Population: 40,944

Number of Officers to be Hired/Rehired: 18

**Program Description:** East St. Louis, which is located in southwestern Illinois near St. Louis, Missouri, had a 1992 unemployment rate of almost 13 percent. Nearly half of the city's households rely completely or in part on public assistance. Because of its very limited tax base, East St. Louis has experienced bankruptcy, payless days for city workers, and the layoff of 600 school district employees. City finances are now being managed by a state financial authority. Serious crime is rife in East St. Louis, with extremely high rates of murder and violent crime. In addition, the city has a significant gang problem, with estimates of gang affiliation among 13-35 year olds running as high as 50 percent.

Budget constraints have severely limited the introduction of new technologies to the police department. Based on the findings of a recent study, a major restructuring of the police department is currently underway. These plans include implementing a new Residents and Police Together (RAPT) Program, which will begin with a pilot project in a target area. Eighteen new officers will permit an average of 3-4 officers per shift to be assigned to the RAPT target area. RAPT officers will receive extensive training and will spend at least 60 percent of their time on the streets interacting with citizens. In addition, a new neighborhood resource center in the target area will serve as a police substation, as well as a link between local residents and community service providers.

For further information contact:

**In East St. Louis:**

Director Andre Parker  
Office of Public Safety  
618/482-6612

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO EAST CHICAGO, INDIANA**

**Applicant:** East Chicago Police Department

**Amount of Award:** \$600,000

**Population:** 33,892

**Number of Officers to be Hired/Rehired:** 8

**Program Description:** East Chicago is an older, industrial community in northwest Indiana, 20 miles from Chicago, Illinois and close enough to South Bend, Fort Wayne, Detroit, Milwaukee, and Indianapolis to be part of a thoroughfare for drug trafficking and gang activity. Lake County, in which East Chicago is located, is one of the Drug Enforcement Administration's 100 "hot spots" for major drug trafficking. Since 1988, East Chicago has experienced a 65 percent increase in serious crimes. East Chicago's violent crime rate is seven times that of Indiana and three times the rate for Lake County. Many steel and manufacturing firms have relocated from this area or reduced their employment. As a result, East Chicago's population has fallen substantially since 1970, and unemployment has risen to the current level of more than 14 percent.

The police department operates a gang prevention program, which targets older gang leaders for apprehension and younger gang members for involvement with social services, such as counseling and substance abuse treatment. The department sponsors and operates an array of anti-crime programs, including "Great Expectations" (a youth-oriented project), basketball leagues, DARE (Drug Abuse Resistance Education), and "Operation Clean-Up," an anti-graffiti program.

The police department has worked closely with local residents, merchants, schools, and churches in the initial planning of its community policing strategy. New foot patrol officers will serve target areas, working closely with the neighborhood residents and community-based organizations to implement neighborhood-based crime prevention and gang prevention activities. All of the community policing officers will patrol their neighborhood beats on foot to provide a visible and accessible presence in the neighborhood and to encourage citizen interaction with the police. These officers will be a primary source of information and referral to available community services, assisting residents as a local "problem solver." As new foot patrol officers, they will conduct an initial community policing needs assessment survey. An expanded number of mini-police stations will help increase citizen access to officers.

Some of the additional police officers will be deployed to other existing units involved with the Community Policing Unit, such as the juvenile, gang prevention, or narcotics units.

**For further information contact:**

**In East Chicago:**

Chief Craig Love  
East Chicago Police Department  
210/391-8331

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO GARY, INDIANA**

Applicant: City of Gary  
Amount of Award: \$749,982  
Population: 116,647  
Number of Officers to be Hired/Rehired: 10

**Program Description:** Located at the northern tip of Lake Michigan in Lake County, Gary is in the midwest corridor between Detroit and Chicago, which is 35 miles away. Gary, Indiana's third largest city, has lost 23 percent of its population in the last decade, largely because of problems related to declining employment opportunities after major employers left in the 1960s and 1970s. Gary is confronting a shrinking tax base, a growing low-income population, a decaying infrastructure, and significantly increasing crime. Overall, violent crime increased 25 percent over the past five years; homicides, specifically, increased 56 percent in the same timeframe. The U.S. Department of Housing and Urban Development designated Gary as one of the nation's 100 most economically distressed cities. Unemployment is high (over 17 percent). About 29 percent of the citizens live below the poverty level, which is why the 1990 U.S. Census ranks Gary 16th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level. Police resources have declined significantly in the last decade because of budget restrictions.

Since 1991, the police department has operated mini-community policing programs in the five housing developments. The city has also initiated a crime prevention program, "Operation Safe Neighborhoods," where the citizens work with the police to discuss critical law enforcement concerns.

With 10 additional officers, the community policing program will focus on two designated areas adjacent to public housing projects. Officers on foot and bicycles will provide high visibility, engage in door-to-door contact with area residents, assess neighborhood needs, become familiar to local businesses, engage in problem solving, conduct security surveys, and recommend crime prevention strategies.

The Mayor intends to convene a community policing intergovernmental summit to facilitate intergovernmental coordination. He also plans to establish and chair the Community Policing Board to oversee implementation of the community policing strategy. New initiatives will include creating a gang task force to identify and deter gang activity; placing community police officers in the schools; and coordinating police, juvenile justice, and community services. The police will open substations in the target areas and will establish Neighborhood Police Academies, where citizens can learn about city priorities and strategies to deal with crime.

For further information contact:

**In Gary:**

Mayor Thomas V. Barnes  
City of Gary  
219/881-1301

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO FITCHBURG, MASSACHUSETTS**

**Applicant:** Fitchburg Police Department

**Amount of Award:** \$525,000

**Population:** 41,194

**Number of Officers to be Hired/Rehired:** 7

**Program Description:** Fitchburg is an older mill town in north-central Massachusetts. While serious crime has increased over 40 percent in the past five years, the number of police officers decreased due to attrition and financial constraints. Overall municipal expenditures in Fitchburg have declined because of decreases in state aid and an eroding tax base resulting from abandoned properties and middle-class exodus. The already high unemployment rate will climb further with the scheduled closing of nearby Fort Devens. Traditionally, the city has been home to many soldiers and their families.

The police department has been working in partnership with several neighborhood associations and coalitions, most notably the Fitchburg Safe & Healthy Neighborhood Coalition. The additional seven officers will be assigned to foot patrols in the Lower Main Street/College Area, where they will work to assist residents in solving problems and decreasing crime, as well as the fear of crime. In addition to expanding relationships with citizens through various neighborhood associations, these officers will specifically focus their crime prevention efforts on young people. They will work with established after-school programs, such as Three Pyramids, and maintain a visible presence at playgrounds, parks, and other areas where youth congregate. The officers will also help educate young people about the dangers of drug abuse.

For further information contact:

**In Fitchburg:**

Chief Edward J. Gallant  
Fitchburg Police Department  
508/345-9656

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO WOBURN, MASSACHUSETTS**

Applicant: Woburn Police Department

Amount of Award: \$395,331

Population: 35,943

Number of Officers to be Hired/Rehired: 5

**Program Description:** The City of Woburn, located 12 miles northwest of Boston, is primarily a blue-collar area with large commercial, light industrial, and retail operations that result in a daily population surge. In addition to this industrial base, Woburn has a significant amount of affordable housing, as well as a large amount of publicly supported housing. In the past two years, violent crime has escalated 38 percent and property crimes have risen 16 percent.

The department is currently shifting toward a more proactive, problem solving approach to law enforcement. The entire city is mobilizing to combat the crime problem. Community groups are forming on an informal basis and police officers have been assigned to serve as liaison with the housing authority and the tenants of public housing. Crime-prone areas are being pinpointed through the use of the department's computer system. Ward-based community policing teams will be empowered to work with their communities to develop innovative solutions to specific problems. In addition to the senior officers who will be assigned full-time to community policing, all officers will be encouraged to attend training in order to assist the department in its shift to community policing as the dominant practice.

For further information contact:

**In Woburn:**

Chief Philip L. Mahoney  
Woburn Police Department  
617/932-4518

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO FLINT, MICHIGAN**

Applicant: Flint Police Department

Amount of Award: \$1,000,000

Population: 140,761

Number of Officers to be Hired/Rehired: 14

**Program Description:** Located at the juncture of several major interstates, Flint is north of and about equidistant from both Detroit and Lansing. Despite having one of the highest per capita crime rates in the nation, the number of sworn officers in Flint is at a five-year low. Currently, the city's unemployment rate is over 16 percent. The 1990 U.S. Census ranks Flint 14th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level. Flint's economy is tied directly to General Motors. As a result of GM labor situations and layoffs, as well as tax assessment problems, Flint has experienced very significant budget problems.

Flint will build on its current community policing program, which includes the use of police mini-stations and "Weed and Seed" activities. The city will also take advantage of its existing 13 active crime watch groups, 10 block clubs, and 75 other neighborhood-based organizations that currently work with the Mayor's Office of Neighborhoods.

The hiring of these new officers will enable the police department to assign 14 community police officers to 14 newly targeted neighborhoods in the northwest quadrant of the city, where crack houses, incidents of drug raids, homicides, and arson are concentrated. Through the deployment of these additional officers, the department hopes to: reduce drug-related crime; increase community awareness, involvement, and pride; and create improved lines of communication between citizens and police, so that citizens act as partners in identifying and prioritizing problems and implementing solutions.

Among the specific activities, the new officers will: conduct public information presentations, perform security surveys, analyze crime patterns, encourage self-policing measures, identify and intervene with high-risk youth in their schools and neighborhoods, facilitate citizen input into police priorities, share intelligence with other police units, use city ordinances and services to disrupt drug activity, and coordinate with and support long-term neighborhood improvement projects in housing and schools.

For further information contact:

**For General Program Information:**

**In Flint:**

Sgt. Kim Brown  
Flint Police Department  
313/766-7140

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO ST. LOUIS, MISSOURI**

**Applicant:** St. Louis Metropolitan Police Department

**Amount of Award:** \$1,725,000

**Population:** 396,685

**Number of Officers to be Hired/Rehired:** 23

**Program Description:** St. Louis is located on the Missouri/Illinois border. As its traditional manufacturing base eroded, the city's population declined significantly. The 1992 unemployment rate was more than 8 percent. The 1990 U.S. Census ranks St. Louis 41st among cities over 50,000 with the greatest percentage of residents living at or below the poverty level. St. Louis has a higher crime rate than most cities of comparable size, with a significant number of violent crimes. Riverboat and riverfront gambling operations, which are currently being implemented, will further increase demands on police resources.

Community policing efforts in St. Louis began in 1989 with a pilot project in one neighborhood, which was subsequently expanded to three others. In each of these neighborhoods, 10 specifically assigned problem-solving officers work closely with residents, merchants, community groups, and city officials to address chronic problems. A coordinator was hired to guide a city-wide implementation effort, which resulted in the introduction of community-oriented, problem-solving initiatives in many other police districts.

In addition, in 1992 the police department assigned officers to 11 public schools to work with school administrators, teachers, students, and community groups to reduce violence and related problems. This School Beat Officer Program was undertaken with state funding, which is no longer available. Twenty-three additional police officers will enable the school beat program to continue operating and to expand to 15 designated community education centers, all of which are at the middle school level. The school beat officers will serve on the councils for each center, and will coordinate with other components of the criminal justice system.

For further information contact:

**In St. Louis:**

Peter J. Sortino, Director, Governmental Affairs  
Office of the Mayor  
314/622-3201

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO BAYONNE, NEW JERSEY**

Applicant: Bayonne Police Department

Amount of Award: \$450,000

Population: 61,444

Number of Officers to be Hired/Rehired: 6

**Program Description:** Bayonne, a blue-collar community located on a peninsula west of Newark, New Jersey and just across the Hudson River from New York City, lies within a designated High Intensity Drug Trafficking Area. Between 1988 and 1992, while its population remained stable, the city experienced a 21 percent increase in violent crime. Police records indicate that at least 70 percent of Bayonne's drug and violent crime incidents have occurred in or near the city's public housing developments, whose residents comprise less than 3 percent of its total population.

Bayonne has targeted six neighborhoods that contain public housing for its Community Oriented Policing (COP) Program, which was implemented in 1991. Since that time, COP officers have worked with a variety of community and government organizations to ensure that local residents have access to a wide range of needed services. In addition, the COP officers conduct daily foot patrols in their assigned neighborhoods, attend public housing resident council meetings, conduct DARE (Drug Abuse Resistance Education) programs, assist in the distribution of excess food, and participate in parent-teacher programs. In an effort to improve visibility and reduce crime, these officers also helped initiate outdoor lighting and tree cutting programs. Six additional officers will permit the police department to expand its community policing coverage in these neighborhoods for up to two shifts per day during the seven-day work week.

For further information contact:

**In Bayonne:**

Chief James Sisk  
Bayonne Police Department  
201/858-6905

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO TOWN OF WEST NEW YORK, NEW JERSEY**

**Applicant:** Town of West New York Police Department

**Amount of Award:** \$525,000

**Population:** 38,125

**Number of Officers to be Hired/Rehired:** 7

**Program Description:** West New York is located directly across the Hudson River from mid-town Manhattan. Less than five miles from the Lincoln Tunnel, West New York is a 20-minute ride from New York City. The town is less than one square mile, giving it the highest population density in New Jersey. Fully 60 percent of the population is foreign born, primarily from Latin America, and 25 percent entered the United States in the last decade. They tend to be uneducated, unskilled, and distrustful of law enforcement. West New York is an economically distressed area, with a 1992 unemployment rate of 11.5 percent. The violent crime rate rose 17 percent between 1991 and 1992.

The police department began a community policing program two years ago. All officers conduct foot patrols as part of their daily activities. Six officers and a sergeant currently comprise the community policing team and cover the town with rotating day and night tours. The department has assigned two full-time and one part-time officer to the DARE (Drug Abuse Resistance Education) program, which has a strong parental involvement component. The department is also establishing a mini-station adjacent to the town's recreation center. Many police officers are involved with youth programs at the recreation center, which serves as a local "safe haven." Also, the police meet regularly with citizens, participate in neighborhood watch programs, and assist with crime prevention activities.

The department will hire seven bilingual officers, who will place an emphasis on building trust with the community. They will expand community policing activities to cover the entire day. All officers will receive additional training. The town will form an advisory committee comprised of the mayor, commissioners, the police, the boards of education and housing, merchants, and citizen organizations to identify problems and help set specific policing priorities. A target area in the central city has been selected for enhanced community policing.

For further information contact:

**For General Program Information:**

**In West New York:**

Chief Donald Heck  
West New York Police Department  
201/295-5020

Harri j. Kramer  
Police Hiring Task Force/U.S.  
Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO GALLUP, NEW MEXICO**

Applicant: Gallup Police Department

Amount of Award: \$131,922

Population: 19,154

Number of Officers to be Hired/Rehired: 2

**Program Description:** Gallup is located in McKinley County on Interstate 40, the major east-west highway between Albuquerque and Flagstaff. Noted as the American Indian Capital of the United States, Gallup is surrounded by several large American Indian reservations, and is thus a major tourist destination in the region. Gallup is also the economic hub in northwestern New Mexico. As a result, the city's weekday population averages about 90,000. In 1990, 38 percent of the county's families had incomes below the poverty level. In 1992, Gallup's unemployment rate was 8.7 percent. During the five-year period ending in 1992, the city experienced an increase of almost 20 percent in serious crime, some of which is attributed to a growing gang problem. In addition, Gallup has the highest fatal accident and DWI rate in the county and one of the highest in the nation.

The Gallup Police Department has been involved in a variety of community-oriented programs, such as Neighborhood Watch and Domestic Violence Services. In addition, five years ago, the DARE (Drug Abuse Resistance Education) program was implemented in all of the Gallup-McKinley County School District's fifth grade classes. In September 1993, a police officer experienced in both narcotics investigations and the DARE Program was placed in Gallup High School on a full-time basis. This officer's primary duties are to deter drug and gang activities in the school, arrange for police patrols at school functions, and counsel students.

With two additional sworn officers, this youth-oriented community policing program will be expanded to the school district's two largest middle schools so that interventions can begin at an earlier age. In addition to working with students, the officers will work closely with the School Improvement Planning Teams, which include parents, teachers, school administrators, and others.

For further information contact:

**In Gallup:**

Chief John Schaaf  
Gallup Police Department  
505/863-9365

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO ALBANY, NEW YORK**

**Applicant:** Albany Police Department

**Amount of Award:** \$999,509

**Population:** 101,082

**Number of Officers to be Hired/Rehired:** 14

**Program Description:** Albany, the state capital, is located on the Hudson River, about 150 miles north of New York City at the intersection of three major interstate highways. With 72 percent of all city land owned by tax-exempt government or religious organizations, Albany has a very limited tax base. Between 1988 and 1992, the city experienced a 77 percent increase in calls for service and the number of arrests grew by 79 percent. During that same period, violent crime rose 28 percent, property crime rose 35 percent, and the number of sworn officers fell by 3 percent.

The Albany Police Department is currently involved in a variety of community policing activities, including DARE (Drug Abuse Resistance Education), Neighborhood Watch, the Community Policing Outreach Program, and programs in cooperation with the local transit authority and the state university. A neighborhood Walk and Watch Program, organized and staffed by a police officer, is manned by civilian volunteers who walk in pairs throughout the neighborhoods. Officers assigned to the Community Services Unit and the Outreach Program participate in local neighborhood association meetings and work with the community to identify problems and develop solutions. The police department has established cooperative working relationships with housing authority police and other government entities. Fourteen additional police officers will permit Albany to augment the Outreach Program staffing in the two neighborhoods where the program now operates, as well as to expand the program into additional neighborhoods.

For further information contact:

**In Albany:**

Chief John A. Dale  
Albany Police Department  
518/462-8013

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO MEDINA, NEW YORK**

**Applicant:** Village of Medina Police Department

**Amount of Award:** \$149,268

**Population:** 6,686

**Number of Officers to be Hired/Rehired:** 2

**Program Description:** Located 40 miles east of Buffalo and 45 miles west of Rochester, this village has experienced demographic changes in the past decade that have put increasing demands on local law enforcement. More people are living below the poverty level, in part because several large food processing plants in the area have closed or relocated, creating a large pool of unskilled labor. Medina's senior citizens, who are at high risk of victimization, are increasing at four times the village's overall growth rate. From 1988 to 1992, calls for police service increased over 35 percent. During the same time period, burglaries increased by 100 percent; larcenies by 206 percent; and the number of rapes tripled.

The police department has already resumed foot patrols in several areas, which has had a positive impact. In addition, the department operates a very active DARE (Drug Abuse Resistance Education) program, supports a police auxiliary that provides hundreds of hours of volunteer assistance each year, and has an effective school safety program.

The police chief is working closely with residents and components of the local criminal justice system to develop an improved community policing program. The two additional officers will free experienced officers to improve the level of police coverage during the evening and early morning hours and to expand foot patrols.

For further information contact:

**In Medina:**

Chief Homer Phillips  
Village of Medina Police Department  
716/798-2424

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO CLEVELAND, OHIO**

**Applicant:** Cleveland Department of Public Safety

**Amount of Award:** \$2,000,000

**Population:** 505,616

**Number of Officers to be Hired/Rehired:** 30

**Program Description:** Cleveland covers 76 square miles bordering Lake Erie. Since the late 1980s, drug-related arrests have increased more than 100 percent, and over half of all arrestees were found to have recently used drugs. There has been a corresponding increase in youth and gang-related violence. City-wide, the unemployment rate is about 12 percent; however, there are neighborhoods where unemployment approaches 20-30 percent. The 1990 U.S. Census ranks Cleveland 18th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level.

Cleveland has an established community policing program that includes 21 neighborhood mini police stations. Also, it sponsors Community Relations District Committees, comprised of area residents and police, who meet monthly to identify enforcement issues and develop solutions. Existing programs include the auxiliary police program, DARE (Drug Abuse Resistance Education), and crime watch and crime prevention activities.

The 30 new officers will permit the reassignment of veterans to community policing activities. Using bicycles, these officers will be able to work in areas that, in the past, did not lend themselves to routine vehicle patrol. The additional officers will provide the Community Policing Unit, which was formed in 1992, with greater flexibility to respond to specific areas that need additional police presence. In public housing locations the bicycle patrol officers will coordinate their work with the Metropolitan Housing Authority. One police district will introduce the Community Service Officer Program, which will dispatch civilian social service professionals to follow up calls that require specialized agencies or resources.

For further information contact:

**In Cleveland:**

Director Carolyn W. Allen  
Department of Public Safety  
216/664-2200

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO XENIA, OHIO**

Applicant: Xenia Police Division

Amount of Award: \$150,000

Population: 24,836

Number of Officers to be Hired/Rehired: 2

**Program Description:** Xenia, the county seat of Greene County, is located 12 miles west of Dayton in southwestern Ohio. The economy is largely agricultural, although Wright Patterson Air Force Base is the largest area employer. Illegal drug activity continues to be a major concern, and juvenile problems are on the increase.

In 1991, an income tax levy was passed to fund the hiring of additional police officers, who became the foundation of a community policing pilot project. The interaction of police and citizens on a personal and informal level has created enthusiasm for this program.

The two new officers will permit two veteran officers to join an officer who is currently assigned full-time to community policing. The community policing unit will consist of these three officers, a DARE (Drug Abuse Resistance Education) officer, and a crime prevention officer. Xenia's plan for a comprehensive strategy mandates structural changes in the overall police division and includes five elements: personnel selection and training, citizen and geographical identification, neighborhood communication, implementation strategies, and evaluation of services.

For further information contact:

**In Xenia:**

Sgt. David Helling  
Xenia Police Department  
513/376-7216

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO NORMAN, OKLAHOMA**

**Applicant:** Norman Police Department

**Amount of Award:** \$600,000

**Population:** 80,071

**Number of Officers to be Hired/Rehired:** 8

**Program Description:** Norman is located in central Oklahoma on the southern edge of the Oklahoma City metropolitan area. Norman, the fourth largest city in the state, is the home of the University of Oklahoma. The economy in Norman was greatly affected by the oil bust of the 1980s, and the city is still dealing with the consequences, as well as with more recent setbacks. At a time when the population increased 20 percent and serious crime increased 25 percent, the number of police officers only increased 7 percent. In the past several years, gang-related activities have become increasingly serious.

In 1991, the police department took a first step toward implementing community policing by instituting a system of permanent district assignments for its patrol officers. Officers are encouraged to use problem-solving techniques within their districts. The police department will continue to work closely with the school system to focus on youth substance abuse, violence prevention, and gang problems.

Police will continue to work in department-wide community policing activities, such as the citizens' police academy. It meets monthly in specific neighborhoods to identify community needs; encourage communication between citizens and officers; inform officers about neighborhood associations, activities, and priorities; and to help citizens understand police practices and procedures in their community. The department will also continue to use bicycle and foot patrols in certain areas, such as small business and entertainment centers near the university. The local merchants' association donated the bicycle.

For further information contact:

**In Norman:**

Captain Steve Schultz  
Norman Police Department  
405/366-5240

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO HARRISBURG, PENNSYLVANIA**

Applicant: Harrisburg Bureau of Police

Amount of Award: \$300,000

Population: 52,376

Number of Officers to be Hired/Rehired: 4

**Program Description:** Harrisburg, the capital of Pennsylvania, has had the highest per capita crime rate in the state for six consecutive years. The majority of these crimes include murder, rape, robbery, aggravated assault, burglary, theft and arson. The 1990 U.S. Census ranks Harrisburg 27th among cities over 50,000 with the greatest percentage of residents living at or below the poverty level.

Realizing that traditional policing tactics are not sufficiently responsive and effective, the police have expanded their efforts to deal with the problems that plague high-crime neighborhoods. They have implemented an alternative call-response program to free patrol officers for emergency situations. In addition, a pilot community policing center was created in 1991 to put officers in the city's highest crime areas. Because of positive results from the first center, another was opened in 1992 with an emphasis on community interaction and involvement. Due to the amount of drug-related activity in these areas, a Community Attack on Narcotics (C.A.N.) Program has been designed to augment the community policing effort.

These new officers will allow four officers to be assigned to the existing community policing centers and will extend the effort to the city's two major public housing areas, where violent crime has increased at an alarming rate. This additional manpower will allow the centers to operate continually.

For further information contact:

**In Harrisburg:**

Sheila E. Ciotti, Public Information Systems Manager  
Harrisburg Bureau of Police  
717/255-3119

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO READING, PENNSYLVANIA**

**Applicant:** Reading Bureau of Police

**Amount of Award:** \$750,000

**Population:** 78,380

**Number of Officers to be Hired/Rehired:** 10

**Program Description:** Reading is in southeast Pennsylvania, northwest of Philadelphia. In the past five years, Reading has experienced a 40 percent increase in serious crime. Combined with increasing unemployment and a record number of small business closures, additional job losses are anticipated. Property values have fallen, eroding the tax base and limiting resources available to the city for police and essential services. In 1990, almost 20 percent of the residents were living at or below the poverty level.

The police will expand their ongoing community policing activities, using foot and bicycle patrols, which are regularly requested by the citizens, particularly in three high crime areas. In cooperation with the Reading Housing Authority and the Olivet Boys and Girls Club, the department will establish two mini-police stations.

The 10 new community policing officers will coordinate with all of the relevant social and government agencies to help citizens access needed services and to ensure that housing codes and zoning ordinances are used to enhance the quality of life for local residents. These officers will work with city agencies and volunteer organizations to provide youth and young adults with positive alternatives to criminal involvement. Also, the officers will work with citizens to improve their understanding of how the police department functions and how they can support law enforcement activities.

For further information contact:

**In Reading:**

Mr. Matthew D. Napoletano  
City Planner  
215/655-6326

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO LANCASTER, SOUTH CAROLINA**

**Applicant:** Lancaster Police Department

**Amount of Award:** \$262,926

**Population:** 8,914

**Number of Officers to be Hired/Rehired:** 4

**Program Description:** Located in north central South Carolina, directly south of Charlotte, Lancaster is striving to make the transition from an old textile town to a more balanced economy based on light industry and high technology. Its current unemployment rate has climbed to more than 9 percent. For a small city, Lancaster has an extraordinarily high crime rate -- more than twice the national average.

Lancaster already has taken several steps to develop a community policing program and improve the delivery of police services. The department has been reorganized to consolidate functions and flatten the command structure. Apartment owners have donated an apartment to the police to use as a substation in a high crime area. Police officers are already working with several citizen groups to identify problems and jointly develop solutions.

With these additional positions, four officers will be assigned to two high crime areas, to build on existing partnerships between the police, city and county officials, and the residents of Lancaster. Working primarily on foot, these officers will be directly responsible for their areas, including securing any special city services that may be needed. Citizen Leadership Groups, already in place in one of the two target areas, will help with the planning and implementation of future initiatives. These may include more aggressive use of building codes to condemn crack houses and the revocation of liquor licenses in chronic trouble spots. The local solicitor has promised his full cooperation in reviewing and moving cases as rapidly as possible through the court system.

For further information contact:

**In Lancaster:**

Chief W.B. Sumner  
Lancaster Police Department  
803/283-1173

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO HAMPTON, VIRGINIA**

**Applicant:** Hampton Police Division

**Amount of Award:** \$1,000,000

**Population:** 135,793

**Number of Officers to be Hired/Rehired:** 20

**Program Description:** Located at the tip of the Virginia peninsula, Hampton is a densely populated, urban city surrounded on three sides by water. It is the home of Langley Air Force Base and the Army's Fort Monroe and is tied to eight other military installations. A major employer, Newport News Shipbuilding, is facing major reductions, which are expected to have severe consequences on the local economy. Over the past five years, Hampton has experienced a 47 percent increase in violent crime.

For several years, the police have operated a community policing program in selected low-income housing communities. Established elements of this program include use of neighborhood field offices and community policing centers, one of which is in a public housing area and the other inside a local shopping mall. Officers participate in the schools, work with city planners to integrate crime prevention design into new developments, and work in multi-agency task forces to facilitate delivery of services to residents.

With 20 additional officers, Hampton will continue its successful initiatives by targeting three zones that account for about one-third of the city's crime. The new officers, who will be known as Neighborhood Services Officers (NSOs), will work with zone leaders to assess and develop an appropriate response to non-emergency matters. NSOs will also address issues such as truancy, vandalism, underage drinking, abandoned property, and other problems that result in the deterioration of a community. Active community participation will be sought on two levels: 1) through a police-community action committee comprised of selected civic, business, religious, and educational leaders; and 2) through contact with individuals who represent the community at the grass-roots level.

For further information contact:

**In Hampton:**

Chief Pat G. Minetti  
Hampton Police Division  
804/727-6510

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO NEWPORT NEWS, VIRGINIA**

**Applicant:** Newport News Police Department

**Amount of Award:** \$1,500,000

**Population:** 171,439

**Number of Officers to be Hired/Rehired:** 20

**Program Description:** Newport News is located in the Tidewater area of Virginia on the Chesapeake Bay. The geographic layout of the city is unique; it is 29 miles long and only 3 to 4 miles wide at its widest points. Much of the industry in Newport News revolves around the military, including shipbuilding and a growing high-tech industry. The area's economy is linked to defense activities; recent and imminent cutbacks are leading to increased unemployment and revenue losses.

The police department, one of the pioneers in the field of community policing, employs a neighborhood policing concept as its department-wide philosophy. There are six neighborhood patrol areas; each area is supervised by a lieutenant. In addition to participating in several crime prevention partnership initiatives between police and citizens, officers use foot and bicycle patrols to promote interaction.

The additional 20 officers will be allotted to the six areas based on the police department's assessment of each area's problems. Officers will conduct public forums and train citizens in problem identification and problem solving. In addition, district management teams made up of police, citizens, business leaders, and representatives from city and state agencies will work to form partnerships. The police will also develop new mechanisms to encourage citizen feedback on the effectiveness of police service delivery.

For further information contact:

**In Newport News:**

Ed Maroney, City Manager  
City of Newport News  
804/247-8411

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO SEATTLE, WASHINGTON**

**Applicant:** Seattle Police Department

**Amount of Award:** \$1,452,390

**Population:** 516,260

**Number of Officers to be Hired/Rehired:** 20

**Program Description:** Seattle is Washington's most populous city. In recent years violent crime and particularly youth violence have increased significantly; the homicide rate alone rose 28 percent from 1991 to 1992. The overall crime rate remains at more than twice the national average.

Seattle began community policing activities in 1988 and has established a comprehensive program throughout the city that many consider a model. Their approach involves developing partnerships with community and business groups that incorporate a strong problem-solving component. Community Police Teams work with citizens to find solutions to various problems by coordinating a full range of public services with other city departments, such as the Parks Department or Public Housing. Other activities include block watch and business watch programs.

Hiring new officers will permit Seattle to reassign a cadre of experienced officers to form an anti-violence task force that will focus on youth violence throughout the city. The task force's mission is to develop special enforcement, preventive, and educational efforts within schools to reach young adults. In cooperation with other city agencies, the police department's broad anti-violence initiative includes "gun buy-backs," a school anti-violence curriculum, and a special survey of community residents.

Additional manpower will support the existing Seattle Team for Youth program and will serve as liaison to the new and ongoing anti-violence youth programs.

For further information contact:

**In Seattle:**

Chief Patrick S. Fitzsimons  
Seattle Police Department  
206/684-5577

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO GRANT TO SOUTH MILWAUKEE, WISCONSIN**

**Applicant:** South Milwaukee Police Department

**Amount of Award:** \$84,581

**Population:** 20,958

**Number of Officers to be Hired/Rehired:** 1

**Program Description:** South Milwaukee is located on the shores of Lake Michigan in Milwaukee County. It is predominantly a blue-collar manufacturing town. The largest employer has laid off thousands of employees, and several other manufacturers have closed entirely. The number of reported violent crimes has jumped almost 25 percent over the past five years, and the number of emergency calls placed to the department has more than doubled. Gangs have just recently established a presence in the city.

For several years, South Milwaukee has been using foot patrols to achieve a better relationship with its citizens. In addition, they have dedicated a crime prevention officer to work with local businesses and two school liaison officers (funded by the local school system and a local foundation) who interact daily with children. The department also supports the DARE (Drug Abuse Resistance Education) program.

The additional officer will allow South Milwaukee to have a full-time community police officer in a designated neighborhood that encompasses the city's public housing units, the little league baseball complex, part of a major shopping district, and an area of non-assisted, high-density housing. Working out of an office donated by the Milwaukee Housing Authority, the officer will open a police substation. The officer will establish his or her own schedule, which will allow for attendance at city council meetings, local school events, and community meetings.

For further information contact:

**In South Milwaukee:**

Chief Erick Slamka  
South Milwaukee Police Department  
414/762-1965

**For General Program Information:**

Harri j. Kramer  
Police Hiring Task Force/U.S. Department of Justice  
202/514-6094

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO AWARDS**

	STATE	AWARD RECIPIENT	FEDERAL AMOUNT AWARDED	OFFICERS FUNDED	POPULATION
1	AL	HAYNEVILLE POLICE	\$ 36,941	1	1,030
2	AR	PINE BLUFF POLICE	\$ 472,875	8	57,140
3	CA	MERCED POLICE	\$ 461,763	6	56,216
4	CA	SAN BERNARDINO POLICE	\$1,439,195	17	164,164
5	CA	SAN JUAN BAUTISTA	\$ 75,000	1	1,650
6	CA	SHAFTER POLICE	\$ 75,000	1	10,133
7	CA	WATSONVILLE POLICE	\$ 180,969	2	31,099
8	FL	FORT MYERS POLICE	\$ 600,000	8	45,026
9	FL	MIAMI POLICE	\$1,950,000	26	358,548
10	IL	CHICAGO POLICE	\$4,000,000	50	2,783,726
11	IL	COUNTRY CLUB HILLS POLICE	\$ 238,881	3	15,431
12	IL	EAST SAINT LOUIS POLICE	\$ 977,270	18	40,944
13	IN	EAST CHICAGO POLICE	\$ 600,000	8	33,892
14	IN	GARY POLICE	\$ 749,982	10	116,647
15	MA	FITCHBURG POLICE	\$ 525,000	7	41,194
16	MA	WOBURN POLICE	\$ 395,331	5	35,943
17	MI	FLINT POLICE	\$1,000,000	14	140,761
18	MO	SAINT LOUIS POLICE	\$1,725,000	23	396,685
19	NJ	BAYONNE POLICE	\$ 450,000	6	61,444
20	NJ	WEST NEW YORK POLICE	\$ 525,000	7	38,125
21	NM	GALLUP POLICE	\$ 131,922	2	19,154
22	NY	ALBANY POLICE	\$ 999,509	14	101,082
23	NY	MEDINA POLICE	\$ 149,268	2	6,686

**POLICE HIRING SUPPLEMENT PROGRAM  
ROUND TWO AWARDS**

	STATE	AWARD RECIPIENT	FEDERAL AMOUNT AWARDED	OFFICERS FUNDED	POPULATION
24	OH	CLEVELAND POLICE	\$2,000,000	30	505,616
25	OH	XENIA POLICE	\$ 150,000	2	24,836
26	OK	NORMAN POLICE	\$ 600,000	8	80,071
27	PA	HARRISBURG POLICE	\$ 300,000	4	52,376
28	PA	READING POLICE	\$ 750,000	10	78,380
29	SC	LANCASTER POLICE	\$ 262,926	4	8,914
30	VA	HAMPTON POLICE	\$1,000,000	20	135,793
31	VA	NEWPORT NEWS POLICE	\$1,500,000	20	171,439
32	WA	SEATTLE POLICE	\$1,452,390	20	516,260
33	WI	SOUTH MILWAUKEE POLICE	\$ 84,581	1	20,958
34	WY	CASPER POLICE	\$ 450,000	6	46,742

**ROUND TWO TOTALS**

CUMULATIVE AMOUNT AWARDED	OFFICERS FUNDED	NUMBER OF AWARDS
\$26,308,803	364	34

**NOTE:** All award recipients in Round Two are city police departments except San Juan Bautista, CA, which will contract for a San Benito County Sheriff's deputy. Shaded award recipients have populations  $\geq$  150,000.