



U.S. Department of Justice

Office of Community Oriented Policing Services

Congressional Relations Division

MEMORANDUM

**TO:** Jon Jennings  
The White House  
Cabinet Affairs

**FROM:** Kevin J. Avery  
COPS Office

**RE:** FY '98 Police Corps State Allocations

**DATE:** August 11, 1998

To: Ana Lewis  
Stacie Spector  
Bruce Reed  
Elena Kagan  
Jose Cerda  
Christa Robinson  
Munyon Moore  
Paul Begala  
Marian Echaveste  
Thurgood Marshall  
Pat Ewing

Background

The Police Corps provides educational assistance to students who agree to serve on a state or local police force for four years. Funds cover education expenses, including tuition, fees, books, and other expenses. Student participants may receive up to \$7,500 per academic year, with a maximum total per student of \$30,000. The student's service commitment must follow receipt of a bachelor's degree or precede the start of graduate studies funded by Police Corps.

Law enforcement agencies that employ Police Corps officers will receive \$10,000 per participant for each year of required service, or \$40,000 per each participant who fulfills the four-year service requirement.

Police Corps is not a grant program. States submit state plans for approval by the COPS Police Corps Office in order to participate in the program. The Police Corps Office approves states for a specific number of participants, not a set dollar amount. Approval of a state plan commits the Police Corps Office to cover three major categories of expenses over a 4 to 8 year period: 1) scholarship payments, 2) training expenses, and 3) payments to the employing agencies. The exact period of the payments and the total dollar amount the states will receive depends upon whether the state chooses to recruit freshman, sophomores, juniors, or seniors.

A Fact Sheet with more detailed information on the Police Corps is attached.

Jon Jennings  
6-7079

**Appropriation**

Congress appropriated \$30 million for Police Corps in Fiscal Year 1998. The Appropriations report earmarks \$2 million for Mississippi out of this total.

**FY '98 State Allocations**

Fifteen states and one territory have been approved for participation in Police Corps for FY '98. Nine of these states are already participating in the program. Their FY '98 allocations will allow them to expand the number of participating students. The remaining six states and the Virgin Islands will be new to Police Corps in FY '98. A table listing the FY '98 state allocations is attached.

For FY '98 the sixteen states will have a total allocation of \$14,383,020. The remaining \$15,616,980 out of the \$30 million FY '98 appropriation will go to support the on-going expenses of participants who have been approved to date.

U.S. Department of Justice  
Office of Community Oriented Policing Services



# COPS Facts

## Police Corps

The Police Corps is a college scholarship program for students who agree to serve on a state or local police force for at least four years. The funds cover education expenses, including tuition, fees, books, supplies, transportation, room and board, and miscellaneous expenses. The Police Corps is administered by the Office of the Police Corps and Law Enforcement Education in the U.S. Department of Justice's Office of Community Oriented Policing Services, in conjunction with participating states.

### Eligibility Requirements

Police Corps participants are selected on a competitive basis by each state. Students must pursue an undergraduate or graduate degree in a field approved by the policing agency to which the student will be assigned. Participants must possess the necessary mental and physical capabilities and emotional characteristics to be an effective law enforcement officer, be of good character and demonstrate sincere motivation and dedication to law enforcement and public service. Until 1999, up to 10 percent of Police Corps candidates may be persons with policing experience who have demonstrated special leadership potential and dedication to law enforcement. Police Corps participants must undergo 16 weeks of training prior to their police service. People interested in participating should contact the U.S. Department of Justice Response Center at 1-800-421-6770 for a list of participating states and points of contact.

Police Corps scholarship funds also are available to dependent children of law enforcement officers killed in the line of duty in participating states. These scholarships may be applied to any course of study, without any service or repayment obligation.

### Funding Provisions

Participants may receive up to \$7,500 per academic year, with a maximum per student total of \$30,000. The student's service commitment must follow receipt of the baccalaureate degree or precede commencement of graduate studies funded by the Police Corps.

Policing agencies that employ Police Corps officers will receive \$10,000 per participant for each year of required service, or \$40,000 per each participant who fulfills the four-year service obligation. However, a policing agency may not receive this payment for a year in which its average size has declined by more than 2 percent since January 1, 1993, or for a year in which it has laid off officers.

For more information, call the U.S. Department of Justice Response Center at 1-800-421-6770.

Updated: April 3, 1998



**Table 3: FY 1998 State Plans/Recommended FY 1998 Commitments for Expansion of Current States**

	Arkansas	Kentucky	Maryland	Mississippi	Missouri	N. Carolina	Oregon	S. Carolina	Texas	Totals
Positions recommended	10	15	20	45	15	15	20	20	20	180
Tuition	75,000	112,500	150,000	337,500	112,500	112,500	150,000	150,000	150,000	1,350,000
Stipends	40,000	60,000	80,000	180,000	60,000	60,000	80,000	80,000	80,000	720,000
PD Reimbursements	100,000	150,000	200,000	450,000	150,000	150,000	200,000	200,000	200,000	1,800,000
Training	146,000	210,000	480,000	1,032,500	250,000	275,000	496,000	517,500	326,720	3,733,720
<b>Totals</b>	<b>361,000</b>	<b>532,500</b>	<b>910,000</b>	<b>2,000,000</b>	<b>572,500</b>	<b>597,500</b>	<b>926,000</b>	<b>947,500</b>	<b>756,720</b>	<b>7,603,720</b>

**Table 4: FY 1998 State Plans/Recommended FY 1998 Commitments for New States**

	Colorado	Florida	Illinois	Massachusetts	Oklahoma	Utah	Virgin Is.	Totals
Positions recommended	20	30	20	20	20	30	10	150
Tuition	150,000	225,000	150,000	150,000	150,000	225,000	75,000	1,125,000
Stipends	80,000	120,000	80,000	80,000	80,000	120,000	40,000	600,000
PD Reimbursements	200,000	300,000	200,000	200,000	200,000	300,000	100,000	1,500,000
Training	435,000	950,500	247,500	300,000	420,500	950,800	250,000	3,554,300
<b>Totals</b>	<b>865,000</b>	<b>1,595,500</b>	<b>677,500</b>	<b>730,000</b>	<b>850,500</b>	<b>1,595,800</b>	<b>465,000</b>	<b>6,779,300</b>

**Recommended total for all states 14,383,020**

**WHITE HOUSE STAFFING MEMORANDUM**

DATE: 4/23/97 ACTION/CONCURRENCE/COMMENT DUE BY: -----

FIRST ANNUAL REPORT ON THE POLICE CORPS PURSUANT TO SECTION 2001 OF TITLE XX OF THE VIOLENT CRIME CONTROL AND LAW ENFORCEMENT ACT OF '94 PUBLIC LAW (103-322)

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input type="checkbox"/>	<input type="checkbox"/>	McCURRY	<input type="checkbox"/>	<input type="checkbox"/>
BOWLES	<input type="checkbox"/>	<input type="checkbox"/>	McGINTY	<input type="checkbox"/>	<input type="checkbox"/>
McLARTY	<input type="checkbox"/>	<input type="checkbox"/>	NASH	<input type="checkbox"/>	<input type="checkbox"/>
PODESTA	<input type="checkbox"/>	<input type="checkbox"/>	RUFF	<input type="checkbox"/>	<input type="checkbox"/>
MATHEWS	<input type="checkbox"/>	<input type="checkbox"/>	SMITH	<input type="checkbox"/>	<input type="checkbox"/>
RAINES	<input type="checkbox"/>	<input type="checkbox"/>	REED	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BAER	<input type="checkbox"/>	<input type="checkbox"/>	SOSNIK	<input type="checkbox"/>	<input type="checkbox"/>
ECHAVESTE	<input type="checkbox"/>	<input type="checkbox"/>	LEWIS	<input type="checkbox"/>	<input type="checkbox"/>
EMANUEL	<input type="checkbox"/>	<input type="checkbox"/>	YELLEN	<input type="checkbox"/>	<input type="checkbox"/>
GIBBONS	<input type="checkbox"/>	<input type="checkbox"/>	STREETT	<input type="checkbox"/>	<input type="checkbox"/>
HALE	<input type="checkbox"/>	<input type="checkbox"/>	SPERLING	<input type="checkbox"/>	<input type="checkbox"/>
HERMAN	<input type="checkbox"/>	<input type="checkbox"/>	HAWLEY	<input type="checkbox"/>	<input type="checkbox"/>
HIGGINS	<input type="checkbox"/>	<input type="checkbox"/>	WILLIAMS	<input type="checkbox"/>	<input type="checkbox"/>
HILLEY	<input type="checkbox"/>	<input type="checkbox"/>	RADD	<input type="checkbox"/>	<input type="checkbox"/>
KLAIN	<input type="checkbox"/>	<input type="checkbox"/>	TARULLO	<input type="checkbox"/>	<input type="checkbox"/>
BERGER	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
LINDSEY	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

REMARKS: Please return report to this office after review.  
If you would like a copy of this report to keep, contact this office. Thank you.

RESPONSE:

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

DATE RECEIVED: APRIL 08, 1997

NAME OF CORRESPONDENT: THE HONORABLE ANDREW FOIS

SUBJECT: SUBMITS THE FIRST ANNUAL REPORT ON THE POLICE  
CORPS PURSUANT TO SECTION 200113 OF TITLE XX  
OF THE VIOLENT CRIME CONTROL AND LAW  
ENFORCEMENT ACT OF '94 PUBLIC LAW (103-322)

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
TIM SAUNDERS		ORG	97/04/08		C 97/04/14
<i>Todd Stern</i>	REFERRAL NOTE:	A	97/04/14		
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: *Not for the President's Xmittal to the Congress.*

ADDITIONAL CORRESPONDENTS: MEDIA: L INDIVIDUAL CODES: \_\_\_\_\_  
MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

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- |                         |                      |                      |
|-------------------------|----------------------|----------------------|
| *ACTION CODES:          | *DISPOSITION         | *OUTGOING            |
| *A-APPROPRIATE ACTION   | *A-ANSWERED          | *CORRESPONDENCE:     |
| *C-COMMENT/RECOM        | *B-NON-SPEC-REFERRAL | *TYPE RESP=INITIALS  |
| *D-DRAFT RESPONSE       | *C-COMPLETED         | * OF SIGNER          |
| *F-FURNISH FACT SHEET   | *S-SUSPENDED         | * CODE = A           |
| *I-INFO COPY/NO ACT NEC |                      | *COMPLETED = DATE OF |
| *R-DIRECT REPLY W/COPY  |                      | * OUTGOING           |
| *S-FOR-SIGNATURE        |                      |                      |
| *X-INTERIM REPLY        |                      |                      |
- \*\*\*\*\*

REFER QUESTIONS AND ROUTING UPDATES TO CENTRAL REFERENCE  
(ROOM 75, OEOB) EXT-2590  
KEEP THIS WORKSHEET ATTACHED TO THE ORIGINAL INCOMING  
LETTER AT ALL TIMES AND SEND COMPLETED RECORD TO RECORDS  
MANAGEMENT.

*(Handwritten mark)*



**U.S. Department of Justice**

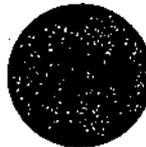
Office of Legislative Affairs

Office of the Assistant Attorney General

Washington, D.C. 20530

April 1, 1997

The Honorable William J. Clinton  
The President  
The White House  
Washington, D.C. 20500

213490   
*Sunder*

Dear Mr. President:

Pursuant to Section 200113 of Title XX of the Violent Crime Control and Law Enforcement Act of 1994 (Public Law 103-322), I have the honor to transmit the first Annual Report on the Police Corps.

Respectfully submitted,

*Andrew Fois*

Andrew Fois  
Assistant Attorney General

# The Police Corps

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A Report to the President,  
the Attorney General and  
the Congress

April 1997

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Office of the Police Corps and Law Enforcement Education

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# The Police Corps Annual Report

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# **The Police Corps**

## **Annual Report for Fiscal Year 1996**

The Violent Crime Control and Law Enforcement Act of 1994 created the Police Corps to address violent crime by helping cities and towns across the nation increase the number of police officers with advanced education and training who are assigned to community patrol. Congress first appropriated funds for the program in April 1996. This report summarizes the experiences and accomplishments of this first year of the program.

### **Overview of the Police Corps**

The Police Corps is designed to make it easier for local police departments (including sheriffs' offices) to hire highly qualified officers to serve in community patrol. The program, which operates within states that have submitted an approved State Plan, creates a pool of educated and motivated young people interested in serving local communities as police officers. It does this by offering educational assistance to qualified college students who commit to enter policing after graduation and to serve at least four years. In addition, the Police Corps reduces local costs of hiring and training excellent new officers.

The program reduces local costs in two ways. First, Police Corps recruits receive 16 weeks of rigorous "basic training" financed primarily by Federal funds. Second, state and local police forces that employ Police Corps officers receive an annual payment of \$10,000 per recruit for each of a recruit's first four years of service.

To be accepted into the Police Corps, a student must meet the standards of the particular police agency in which he or she will serve, as well as all applicable Federal and state criteria. If a student applies as an undergraduate, he or she must be enrolled in a program leading to a bachelor's degree and must begin service shortly after receiving the degree. Participants are selected on a competitive basis by each state.

Police Corps scholarship funds also are available in participating states to dependent children of police officers killed in the line of duty. These scholarships may be applied to any course of study, without any service or repayment obligation.

### **Legislative and Administrative History in Brief**

The Police Corps was first introduced in Congress in 1989. Shortly thereafter, it passed the Senate. In 1991, the Police Corps passed both houses of Congress and was incorporated into the then-pending crime bill, which never went to the President for signature. In 1994, the Police Corps was incorporated into the Violent Crime Control and Law Enforcement Act and became law. Funding first became available in April 1996, when Congress appropriated \$10 million for the Police Corps.

The Department of Justice moved swiftly to implement the legislation, which created an Office of the Police Corps and Law Enforcement Education ("Office of the Police Corps"). The decision was made to locate the Office of the Police Corps within the already-established Office of Community Oriented Policing Services because of the harmony in their respective missions. The responsibilities of the Director of the Office of Community Oriented Policing Services were extended to encompass serving as Director of the Office of the Police Corps. A Project Director

was brought on board to handle the day-to-day tasks of administering the program. Interim rules for the Police Corps were published in the Federal Register on September 24, 1996. The final rules became effective December 31, 1996.

In June 1996, the Director of the Office of the Police Corps sent a letter to the governor of each state, as well as the appropriate official in the District of Columbia, the Commonwealth of Puerto Rico, and all other eligible territories and possessions, inviting submission of applications. The invitation letter included a copy of the Police Corps Act, a brief overview of the Police Corps and the official Guidelines for Preparation of a State Police Corps Plan. State applications were due on July 31, 1996.

Fifteen states met the deadline and applied to become first-year "pilots." Budgetary constraints limited the Office of the Police Corps to approving six State Plans for fiscal year 1996. The six pilots are Arkansas, Maryland, Nevada, North Carolina, Oregon and South Carolina.

Congress increased the appropriation for the Police Corps to \$20 million for fiscal year 1997. A second round of invitations for applications went out to the states in November 1996. Seventeen timely applications for funding have been received. In addition, a number of states that did not apply have indicated their intent to submit plans for fiscal year 1998.

### **Central Features of the Police Corps**

The State Plans submitted for fiscal year 1996 and fiscal year 1997 indicate broad interest and support for the Police Corps among state and local officials, chiefs, law enforcement associations, and training academies. Several features of the Police Corps contribute to its appeal.

**The program offers powerful incentives for a diverse pool of highly qualified college students to enter policing.**

Students accepted into the Police Corps program receive up to \$7,500 in educational assistance for each of up to four years of undergraduate study. Assistance also is available for graduate study. Participants may choose to study criminal justice and law enforcement or may take degrees in other fields. All participants, however, must possess the necessary mental and physical capabilities and moral characteristics to be an effective police officer, must be of good character, must meet the standards of the police force in which they will serve, and must demonstrate sincere motivation and dedication to law enforcement and public service.

States must advertise the availability of Police Corps funds to prospective participants and must make special efforts to recruit applicants from among members of all racial, ethnic and gender groups. Police Corps participants then are selected on a competitive basis by each state within the guidelines set out by Federal rules. No exceptions from the competitive standards are permitted.

**Police Corps recruits receive 16 weeks of rigorous training, which may be supplemented at the local level.**

All Police Corps recruits must satisfactorily complete 16 weeks of rigorous physical and mental training. This basic police training is intended to teach the knowledge, skills and attitudes essential to effective community policing, to develop the moral and analytical capabilities of the participants, and to teach them self-discipline and organizational loyalty. At the conclusion of the training, all participants must satisfy performance standards for physical, mental and emotional fitness as established by the Office of the Police Corps. Under the authorizing statute, the Office of the Police Corps may establish and administer up to three Federal regional training centers and may contract with existing state facilities that offer a training program "substantially equivalent" to the Police Corps training program developed by the Office of the Police Corps. The agencies to which participants are assigned provide additional training as appropriate.

**The Police Corps brings new officers into community patrol.**

State Plans must provide that Police Corps participants will be placed and to the extent feasible kept on community and preventive patrol. The program encourages states to design their plans so that, where practical, a participant can be assigned to an area near his or her home.

**The Police Corps will create a pool of informed citizens who understand the challenges of modern policing.**

Police Corps officers may, but need not, remain in policing after they serve for four years. Many no doubt will choose policing as their career; others may return to civilian life and pursue other professions. Officers who return to civilian life will become a vital resource—they will represent a reservoir of informed citizens who understand “from the inside” the challenges of modern policing and the many demands that police must satisfy. As noted by A.B. Krongard, chairman and CEO of Alex. Brown, Inc. and a longtime Police Corps supporter, “Even the percentage who leave will have a more sympathetic view of issues facing police departments. There will be more of a cross-section of the population interested in police work ... [beyond] just the people getting arrested or the people getting robbed.”

**State and local law enforcement agencies receive cash assistance.**

State or local law enforcement agencies that employ Police Corps officers receive \$10,000 per participant for each year of required service, or \$40,000 for each participant who fulfills the 4-year service obligation. A police agency, however, may not receive this payment if its average size has declined by more than 2 percent since January 1, 1993, or if it has laid off officers.

**States assign Police Corps recruits where they are most needed.**

State Plans must set out procedures governing assignment of participants to state and local police agencies. Participants must be deployed to those geographic areas where there is the greatest

need for additional personnel and where they will be used most effectively. No participants may be assigned to a police force that has declined in size more than 5 percent since 1989 or that has laid off officers. Not more than 10 percent of participants may be assigned to the state police.

**State lead agencies must consult and coordinate with local groups and agencies.**

State Plans must provide that the state lead agency will work in cooperation with local law enforcement liaisons, representatives of police labor and management organizations, and other appropriate agencies to develop and implement interagency agreements.

**Police Corps officers have the same rights and responsibilities  
as other officers of the same rank and tenure.**

Police Corps participants have all of the rights and responsibilities of the members of the police force to which they are assigned. They must be compensated at the same rate of pay and receive the same benefits as other officers of the same rank and tenure.

**All educational assistance is contingent on successful service.**

If disciplinary matters, layoffs or other circumstances preclude fulfillment of the 4-year service requirement, the Office of the Police Corps will reassign a participant to an "equivalent law enforcement service" elsewhere. If physical or emotional disability preclude completion of service, the Office of the Police Corps may substitute participation in community service. If the service obligation is not satisfactorily completed, the participant will be required to repay all Police Corps funds received, plus interest.

**Educational assistance also is available to dependent children  
of officers killed in the line of duty.**

States that participate in the Police Corps may offer educational assistance to dependent children of police officers killed in the line of duty. Dependent children may receive up to \$7,500 per year

for four years to cover expenses associated with attending an institution of higher education, without incurring any service or repayment obligation.

### **The First-Year Pilot Projects**

Fifteen states applied for Police Corps funding during fiscal year 1996, the first year funds were available. The 15 applications were reviewed based on the Federal guidelines provided to the states. In August 1996, six states were selected as first-year pilot projects. Highlights of the State Plans and accomplishments of the six pilot projects follow.

#### **Arkansas**

The State Plan. The pilot project in Arkansas builds on the Arkansas [State] Police Corps Scholarship Program, established in 1991 to help current and prospective law enforcement officers obtain baccalaureate degrees through Arkansas's public colleges and universities. The pilot Police Corps program is intended to help small Arkansas departments compete effectively with larger departments for qualified and dedicated personnel. Arkansas, like many other states, is predominately rural. Only 11 of its 411 police departments and sheriffs' offices serve populations greater than 25,000. While crime has decreased nationwide in some categories, violent crime in Arkansas is growing. During the first quarter of 1996, index crimes increased 1 percent. Rape increased 24 percent.

The Arkansas State Plan requested, and was funded for, 30 Police Corps positions for fiscal year 1996. The 30 Police Corps participants will be assigned to six or more law enforcement agencies throughout the state.

The Criminal Justice Institute at the University of Arkansas acts as lead agency for the pilot project. The Arkansas Police Corps Commission also plays an important role. Representatives of

the Arkansas Municipal Police Association, the Arkansas Sheriffs' Association and the Arkansas Police Chiefs' Association sit on the Police Corps Commission, as do representatives of the Arkansas Law Enforcement Training Academy, institutions of higher education and active certified law enforcement officers.

Accomplishments. During the past few months, Arkansas has developed a Police Corps application form, brochure and flyer and has undertaken an extensive publicity and recruitment campaign. The lead agency has sent out more than 700 individual announcements about the program. It has distributed press releases to every major newspaper and college publication in Arkansas. It has placed program information on the World Wide Web and developed an online registration system. An orientation session held in October 1996 offered an overview of the program and an open forum for questions and concerns. The session, which was attended by about 40 people, attracted a police chief, two captains and police officers from seven different departments around the state.

More than 65 completed application forms have been received from men and women in 36 different cities across Arkansas. The Criminal Justice Institute and the Police Corps Commission, working together, have reviewed the applications, interviewed applicants and filled 25 of the 30 first-year positions. Training of the Police Corps recruits is scheduled for the fall of 1997.

The lead agency also has identified three dependents of officers who were killed in the line of duty. Two of the dependents are in their first year of college; the other is a sophomore. Their applications for authorized reimbursements are being processed.

## **Maryland**

The State Plan. The State Plan submitted by Maryland seeks to use the Police Corps as the cornerstone for broad-based changes in policing in the City of Baltimore. The State Plan contemplates extensive outreach and recruitment around the state, 16 weeks of seven-days-a-week residential training, and development of a new active-learning curriculum that emphasizes community patrol, ethics, problem analysis and physical fitness. Under the plan, 120 recent college graduates will be recruited for immediate hiring and training.

The State Plan has broad support. Supporters include the governor, the lieutenant governor, the mayor of Baltimore City, the police commissioner of Baltimore City and the Fraternal Order of Police, both of Baltimore City and of the State of Maryland. The Governor's Office of Crime Control and Prevention serves as lead agency.

Baltimore is the largest city in Maryland. The 1990 Census reported a population of 736,014. By 1995, the population had fallen to 691,131—a decrease of 45,000 people (6.1 percent) in five years. A substantial loss of jobs accompanied the population shift—a loss far greater than those experienced by other areas in the region. Violent crime by juveniles has surged in recent years. Drug use and addiction are widespread; law enforcement and health service officials estimate over 50,000 addicted persons in the City of Baltimore. Businesses and other enterprises identify crime as the number one factor that causes them to leave the city.

Accomplishments. In recent months, the state, the City of Baltimore and the Baltimore Police Department have worked as part of a larger working group to outline the new curriculum and to identify appropriate trainers and facilities for the residential training. The start of the first recruiting campaign was announced jointly on January 29, 1997, by the lieutenant governor, the

mayor, the commissioner of the Baltimore Police Department, the superintendent of the State Police and the presidents of the Maryland and Baltimore Fraternal Order of Police. Recruiting materials have been prepared. A recruiting brochure has been mailed to more than 20,000 Maryland students who graduated from college in 1996. To target 1997 graduates, the brochure also has been mailed to approximately 100 colleges through various departments and career placement offices. Efforts are underway to locate and recruit Maryland residents who are attending college in other states. The state has established a toll-free number to provide information and forms to potential applicants.

It is anticipated that the first Maryland Police Corps recruits will begin training no later than summer 1997 and will begin reporting to the Baltimore Police Department for field training in fall 1997.

### **Nevada**

The State Plan. The Nevada State Plan was developed by the Department of Motor Vehicles and Public Safety in conjunction with Nevada Sheriffs' and Chiefs' Association. Under the plan, the Department of Motor Vehicles and Public Safety serves as lead agency. The association participates in the selection process and will maintain contact with participants during the four years of required service to assess their qualifications and progress.

The Nevada plan calls for six Police Corps participants in the first year of implementation and anticipates additional Police Corps participants in subsequent years. The first group of Police Corps officers will be deployed to three rural law enforcement agencies that demonstrate great need for more officers.

The population of Nevada has grown by more than half a million in the past 10 years. It is the fastest growing state in the nation. Violent crime is on the rise. Reports of violent crime increased by 2,362 from 1993 to 1994. During 1994, reported violent crimes totaled 14,519, including 172 murders. There were 994 forcible rape offenses reported to law enforcement in 1994. This represents an increase of 148 over the 1993 numbers. Reported robberies increased by 394 offenses between 1993 and 1994. Aggravated assaults increased by 1,792.

Accomplishments. During the last five months, the Police Corps pilot has been publicized through news releases, distribution of flyers, and correspondence with police agencies and institutions of higher learning. The current plan is to select the first group of participants during the summer of 1997, recruiting from students expected to graduate from college in 1998 and 1999. Training is expected to begin during the summer of 1998. The first Nevada Police Corps recruits will begin serving shortly after graduation.

### **North Carolina**

The State Plan. North Carolina's State Plan calls for the selection of 20 college students who will serve in all regions of the state upon graduation from college. The North Carolina plan relies on law enforcement agencies across the state to mentor Police Corps participants. Screening and selection is done by a Police Corps Selection Panel comprised of representatives from the North Carolina Sheriffs' Association, the North Carolina Association of Chiefs of Police, the Law Enforcement Officers' Association, the Narcotics Enforcement Officers' Association, the Fraternal Order of Police and the Governor's Crime Commission. The selection process is weighted to give preference to small rural communities with unusually high crime rates. The North Carolina Department of Crime Control and Public Safety (Law Enforcement Support Services) serves as lead agency.

Accomplishments. The lead agency has worked actively with the Police Corps Selection Panel and many law enforcement agencies to recruit and select participants for the pilot project. To date, the state has selected 13 undergraduates as participants and has awarded one scholarship to a dependent child of a slain police officer. Upon graduation, the first Police Corps participants will be assigned to 10 law enforcement agencies in eight counties. Nine of the participants selected to date will serve with police departments. Four will serve with sheriffs' offices.

### **Oregon**

The State Plan. The Oregon State Plan represents a collaborative effort between the Criminal Justice Services Division in the Governor's Office (the lead agency), the Oregon State Police, the Oregon Board of Public Safety Standards Training and the Portland Police Bureau. The plan, which calls for 20 Police Corps participants in the first year, focuses on Portland as the geographic area with the greatest need for additional police. All 20 first-year participants will be assigned to the Portland Police Bureau to help combat violent crime.

Portland's population grew from 453,065 in 1991 to 497,600 in 1995. Its current population includes a substantial number of refugees and immigrants from Russia, Ukraine, Bosnia, Vietnam, Laos, Cambodia, China, Japan and Korea. With the largest African-American and Hispanic populations in Oregon, Portland is now the home to the most diverse population in the state.

The Portland Police Bureau, one of the very few police departments to require a college degree of all new recruits, is committed to the philosophy of community policing. Although many index crimes dropped from 1991 to 1995, assaults, reported shootings and property crimes continue to

rise. For example, during August 1994 Portland police received more than 735 shooting calls that required an immediate police response.

Accomplishments. Oregon and Portland have moved swiftly to implement the pilot project. In the fall of 1996, the Portland Police Bureau selected 20 Police Corps participants from the recent college graduates already on a waiting list to enter the standard police academy program. After modifying the traditional training curriculum to emphasize community policing and physical fitness, the state began training participants in Monmouth on November 25, 1996. Four participants were dropped from the program during the 16-week residential training, either because they failed to meet the performance standards or because their background investigation revealed problems that disqualified them from the Portland Police Bureau. Another participant voluntarily withdrew for personal reasons. A graduation ceremony was held for the 15 successful participants on March 14, 1997. They have been sworn in as police officers and have begun their 4-year service commitment to Portland.

### **South Carolina**

The State Plan. South Carolina's State Plan, which provides for 20 Police Corps participants recruited from graduating college seniors, focuses on the City of Charleston. Under the plan, South Carolina participants will train in Maryland in conjunction with Maryland recruits, using the innovative curriculum now in development. Upon completion of training, all 20 participants will be assigned to the Charleston Police Department, a department headed by Reuben M. Greenberg, a chief well-known for his commitment to and expertise in community policing.

The City of Charleston is home to major Navy and Air Force bases, industrial establishments, colleges and universities, commercial and financial institutions, and a modern successful harbor.

In 1995, its population, 58 percent white and 41 percent black, was 94,705. Between 1982 and 1994, the city annexed more than 30 square miles in territory and grew by more than 23,000 residents. The annexations challenge the Charleston Police Department and other city agencies to handle both the traditional problems of an urban population and those associated with rural America.

Accomplishments. During the past three months, South Carolina has focused on start-up activities. An application form and a recruiting brochure have been developed and distributed. Colleges and universities have been contacted; recruitment presentations have been made. Participants for the pilot project will be chosen from among seniors graduating in 1997. Training is expected to begin in the summer of 1997. Participants will then begin service in Charleston in fall 1997.

### **Summary of Participation**

At this early point in the implementation, two states—Arkansas and North Carolina—have selected most of the participants for their pilot projects. One state—Oregon—has selected and trained all of its recruits. The other three states have not yet selected their participants.

Of the 58 participants selected to date for the pilot projects, 32 percent are women. Racial and ethnic minorities are less well represented, at 9 percent. If this pattern continues, it will suggest a need for more extended and aggressive efforts to seek and recruit applicants from among members of racial and ethnic minorities.

**Table 1: Racial and Gender Distribution of Participants Selected to Date**

State	Total Positions FY1996	Selected Participants as of March 1997			Positions to be Filled
		Total Selected	Female	Racial/Ethnic Minority	
Arkansas	30	25	10	2	5
Maryland	120	0	N/A	N/A	120
Nevada	6	0	N/A	N/A	6
North Carolina	20	13	5	2	7
Oregon	20	20	3	1	0
South Carolina	20	0	N/A	N/A	20
<b>TOTAL</b>	<b>216</b>	<b>58</b>	<b>18</b>	<b>5</b>	<b>158</b>

**Table 2: Levels of Educational Study and Years of Service as Police/ Participants Selected as of March 1997**

Status	Number
High school	9
College freshman	10
College sophomore	5
College junior	6
College senior	8
1996 college graduate	20
Graduate study	0
1st year of required service	0
2nd year of required service	0
3rd year of required service	0
4th year of required service	0
5+ years of service	0
<b>TOTAL</b>	<b>58</b>

## **Future Directions for the Police Corps**

Support for additional State Plans and additional participants. As noted earlier, Congress has appropriated \$20 million for the Police Corps for fiscal year 1997. Much of the 1997 appropriation necessarily will go to the six pilot states to cover the second year of costs (educational assistance, payments to local forces, etc.) for Police Corps participants selected in fiscal year 1996. The remainder will be available to support the selection of additional Police Corps recruits, both in new states and pilot states.

A second round of invitations for applications went out to all states and eligible territories in November 1996. Seventeen timely applications for funding have been received, including one from each pilot state. In addition, a number of states that did not apply have indicated their intent to submit plans for fiscal year 1998. State Plans for fiscal year 1997 are presently under review. Funding decisions for fiscal year 1997 will be announced in April.

Development of a rigorous training program. During the coming months, the Office of the Police Corps will develop a training program for the required 16-week training. This training program will govern all Police Corps training conducted through Federal regional training centers. It also will serve as the point of comparison in determining whether a state facility offers "a course of training substantially equivalent to the Police Corps training program." Once complete, the training materials developed for the program will be offered as a resource to interested states. In accordance with the Police Corps legislation, the training program will go well beyond typical law enforcement training. Designed for 16 weeks of intense residential training, it will place heavy emphasis on physical fitness, ethics and character. It will help participants learn to analyze community problems, develop thoughtful responses, and work with citizens and outside agencies on solutions.

Plan and conduct a “training of the trainers.” The Police Corps training program will be broad in content and emphasize active learning and hands-on teaching techniques. During the coming year, the Office of the Police Corps expects to plan and conduct a “train the trainer” institute designed to give prospective trainers a full understanding of the Police Corps, to reinforce their commitment to community policing, and to provide experience in teaching through scenarios and other active approaches.

### **Recommendations for Change**

It is too early to determine whether the essential structure of the Police Corps program requires any major change. Two observations, however, are in order. First, several states have contacted the Office of the Police Corps to suggest that the statute should authorize states to receive funds to cover administrative expenses. Second, if appropriations for fiscal year 1998 remain at current levels, it will be difficult for the Office of the Police Corps to fund any new state programs next year.

###

# The New York Times

SUNDAY, MARCH 30, 1997

12

## National Report

### Police in Baltimore Try New Kind of Recruiting

By MICHAEL JANOFSKY

BALTIMORE, March 27 — Almost 30 years after the idea first occurred to him when he was an aide to Senator Robert F. Kennedy of New York, Adam Walinsky is finally watching the Police Corps come alive. He and others say it could fundamentally change the way police departments all over the country serve their communities.

As part of the 1994 Federal anti-crime law, \$10 million was appropriated for six states to develop programs modeled after the military's Reserve Officers Training Corps. The programs will reimburse as much as \$30,000 in educational costs to college graduates who agree to serve four years on a participating police force.

Because Lieut. Gov. Kathleen Kennedy Townsend, Mr. Kennedy's oldest daughter, strongly supported the program, Maryland got the biggest amount, \$6.5 million. All of that went to the Baltimore police. The first of three classes of 40 recruits is scheduled to begin training next month.

Proponents of the Police Corps say

neighborhoods, along with communication and note-taking skills. Role playing will also be a major part of training.

"We'll have a lot of recruits from the white suburbs who have never been in a tough urban environment," said Ronald L. Daniel, chief of field operations for the Baltimore Police Department. "Their fear factor could be very high. By playing roles, you begin to understand why people are different and the pressures that people from certain economic groups are under."

Convinced by the urban riots in the late 1960's that policing needed to change, Mr. Walinsky began actively promoting the concept of the Police Corps in 1982.

He found an eager ally in Mrs. Townsend, a lawyer who was a policy analyst at the time for Gov. Michael S. Dukakis of Massachusetts and campaign manager for her uncle, Senator Edward M. Kennedy. Viewing it as a logical extension of the Peace Corps, which began when another uncle, John F. Kennedy, occupied the White House, Mrs. Townsend tried to sell the idea in Massachusetts but got little support from state law-enforcement officials.

Mrs. Townsend left Massachusetts for Maryland in 1984 and served in several state and federal positions before her election as Lieutenant Governor in 1994. But she and Mr. Walinsky kept campaigning for a Police Corps, buttonholing members of Congress and other elected officials whenever and wherever possible.

The concept finally blossomed with the \$10 million pilot program in addition to Maryland, recipients of the money will be South Carolina, which is receiving an estimated \$1.08 million; Oregon, \$910,000; North Carolina, \$450,000; Arkansas, \$225,000; and Nevada, \$222,500. Eleven other states are competing for money from the \$20 million appropriation in the 1997 budget, and President Clinton has asked for \$20 million in the 1998 budget.

Maryland gave all its share to Baltimore because local officials, senior police officers and the police union leadership all expressed eagerness for it to become the first major city to adopt the Police Corps approach.

"I had been thinking about this years ago in San Jose," said Thomas C. Frazier, Baltimore's Police Commissioner since 1994, who had served as deputy chief of operations in San Jose, Calif. "Out there, we had lots of union opposition. But the idea always stuck in my mind. Adam Walinsky knew of my interest in California, and when he asked me if I was still interested, I said I was more interested in it here than there."

In Baltimore, police union leaders were as supportive as city political



Lieut. Gov. Kathleen Kennedy Townsend of Maryland and Baltimore's Police Commissioner, Thomas C. Frazier, support the Police Corps.

### A program gives incentives to college graduates.

it will transform policing, not just by attracting college graduates but by having those older, better-educated recruits trained in a different way. They will have a new curriculum focusing on the community and emphasizing leadership, sensitivity and social skills as tools to break down the friction and distrust that officers often encounter.

Police academies typically teach skills and aspects of the law in a more staid, textbook fashion.

"What we're trying to do is enrich and give fuller content to training for community policing," said Mr. Walinsky, a lawyer from New York who played a pivotal role in developing the curriculum, with suggestions from dozens of police officers, in the rank and file as well as the command level. "Yes, we are deliberately reaching for a higher level of recruit, but our goal is that whether they remain on the force or leave it, they will be committed to solving the difficult social problems that are affecting so many people in our country."

To deal with those problems, recruits, in addition to learning new self-defense techniques, will be taught the demographics of neigh-

officials, which made it easier for Mrs. Townsend to contend that Baltimore should become the steward of the state's pilot program.

Mr. Walinsky and other consultants were called in, and they began meeting with police officers at every level for suggestions. Many officers were particularly impressed by that.

"We got to be part of the planning process," Mr. Daniel said. "We all had something to say, and they listened. That was lacking in the current training."

Mr. Frazier said the Police Corps program would gradually replace the curriculum used in Baltimore's police academy, which produces about 200 new officers each year.

All new officers earn an annual starting salary of \$25,400.

One uncertainty about the new program is how well Police Corps graduates will work with new colleagues from the academy. Mr. Frazier said he did not expect a two-class system to emerge.

But Mr. Walinsky said the experiment was worth watching. "We're going to learn as we go along," he said. "Look, we're going to make mistakes. They'll be setbacks. Did we pick the right people? Is the training as good as we think it is? That's why we're only starting with 40 and

not training them all at once."

State officials say they have already received 500 requests for applications.

One came from Darren Zeck, a 1996 graduate of Ohio Wesleyan University and a psychology and accounting major who had wanted to become an agent of the Federal Bureau of Investigation. Mr. Zeck said he had learned about the Police Corps last year while visiting a friend in Owings Mills, Md., a Baltimore suburb. He said that after the FBI had told him the agency preferred candidates with several years of law-enforcement experience, he had decided that the Baltimore program might be the ideal conduit.

Mr. Zeck, 23, is scheduled to take written and physical tests next week, and, if he passes, return for psychological tests.

"I'm not getting a lot of support right now from my parents," he said. "They're a little scared about the police stuff. And my girlfriend is a little upset because I'd move to Baltimore. But I'm real interested in the community service aspect of the program, the one-on-one interaction with the community. But whether I stay after four years or not, I'm really looking forward to getting started."

# College graduates sought for police work

Participants would patrol city streets for pay, aid with student loans

By JAMIE STEHM  
SUN STAFF

A call is going out to 1996 and 1997 college graduates to police the streets of Baltimore for four years in exchange for a starting salary of \$26,388 and up to \$30,000 in forgiveness of student loans.

Maryland Police Corps, a federal pilot program, is recruiting applicants to its first class of 40 cadets, which will begin training in April at the Maritime Institute of Technology in Linthicum to become Baltimore patrol officers in the fall.

"We need to get the word out," said Marty Burns, spokeswoman for the governor's Crime Control and Prevention Office. "We're thinking we need a pool of 1,200 to apply to come up with 40 candidates by April."

Police Corps began mailing out 24,000 brochures last week to 1996 graduates from 35 colleges and universities in and out of state. A Web page will be posted on the Internet Saturday. To drum up interest among 1997 graduates, speakers offering T-shirts will visit campus career offices.

## Eyes on Md. program

Much is riding on the success of Maryland's version of the federal program because, as Charles Miller, spokesman for the Justice Department's Community Oriented Policing Services, observed, "Maryland got the vast majority of [government] moneys, so they will be watched. Any corrections that need to be made will be carefully noted."

Maryland was awarded \$6.5 million in federal funds for the first year of Police Corps, compared with \$4 million divided among five other states. An unusual amount of political power was harnessed here to support the program, which was championed by Lt. Gov. Kathleen Kennedy Townsend, Mayor Kurt L. Schmoke and Police Commissioner Thomas C. Frazier.

## 4 months of training

On a typical day at the four-month residential training program cadets rise at 6 a.m. for physical fitness and self-defense classes. Days are filled with lectures on police note-taking at crime scenes and legal procedures for stops, searches, seizures and arrests.

With traditional police methods, the 120 cadets trained in three classes of 40 in the spring, summer and fall will learn the basics of "community policing."

"Live-in training will ensure that every hour of instruction has a direct relationship to the principles of community policing," Frazier said.

Some criminologists, including Robert Croati of Northeastern University, consider community policing "a new name for an old concept" of walking a neighborhood beat and knowing its character inside out. Townsend noted that it also emphasizes problem-solving and prevention rather than simply reacting and responding to calls.

Cadets who complete the training course will be paired with Baltimore patrol officers for five weeks of street experience. Then they become sworn officers, making the union standard salary in addition to forgiveness of \$7,500 a year in government student loans.

The hope is that the program, based on the military ROTC and the Peace Corps, will infuse Baltimore and other city police forces with fresh energy and "raise the bar" for educational achievement, Frazier said.

Of the 490 officers hired last year by the city, only 16 percent hold bachelor's degrees.

Frazier and Schmoke hope that, after four years, a significant number of Police Corps cadets will choose careers in law enforcement, though cadets have no obligation. "Whether they stay or go we can't lose," said Frazier, adding that the Police Corps will enhance the general understanding of police work.

"They'll go into all walks of life," said Burns, "but take that knowledge with them."

Information and applications:  
(888) 87-CORPS.

# THE GRAPHIC

Volume CVIII, Issue 63

Newberg, Oregon, Wednesday, February 5, 1997

## RYAN DERRY

# Grace under pressure

The NHS graduate rises to the top of the nation's first Police Corps class

By KEVIN McCALLUM  
GRAPHIC REPORTER

Six months ago Ryan Derry thought his worst nightmare was coming true.

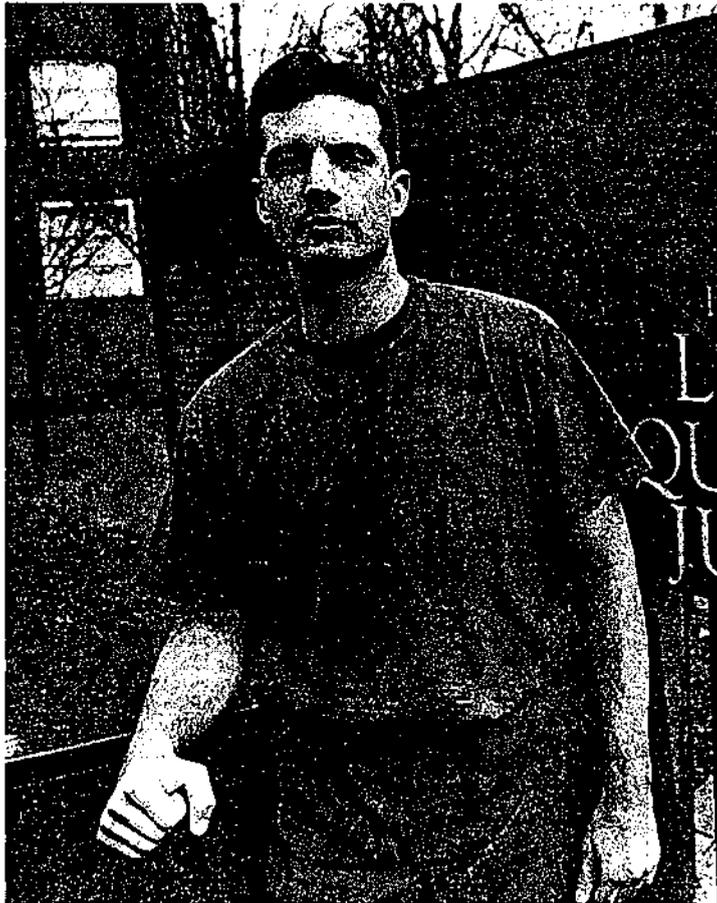
The 1992 graduate of Newberg High School had emerged from Linfield College in McMinnville at the worst possible time. Ryan wanted

to be a police officer, and he was an outstanding candidate — bright, athletic, and a natural leader. But with the prospect of Measure 47 taking a bite out of their budgets, law enforcement agencies

around the state weren't hiring anyone.

The Oregon State Police, Multnomah County Sheriff's Office and Portland Police Bureau all had him at the top of their candidate lists, but they were waiting to see what November would bring.

Saddled with thousands of dollars in student loans, Ryan didn't know if he could wait much longer. Working the graveyard shift as a security guard at Spirit Mountain Casino was paying the bills, but he was facing the fact that if Measure 47 passed, he might have to go out of state to get the police training he needed.



Continued from page A1

But the November elections held a strange twist of fate for Ryan. On the Friday after the election, just as the media were predicting the passage of Measure 47, Ryan got word that federal funding for the Police Corps had come through for the Portland police department. The feds were picking up the tab for 20 new police recruits, and Portland wanted Ryan to be one of them.

"I remember when he got the call," says Ryan's mother, Cheryl Anderson. "He was speechless."

Ryan's nightmare had turned into a dream come true. The Police Corps program was established with the passage of President Clinton's 1994 Crime Bill, which promised to put 100,000 new police officers on the streets. To help achieve this feat, the Police Corps program was modeled after the U.S. military's Reserve Officer Training Corps (ROTC). As in ROTC, the government will help pay for the college education of recruits in exchange for four years of service as a police officer after graduation. High school seniors and college freshman and sophomores who enlist in the program will undergo eight weeks of paid law enforcement training during the last two summers of college, and will receive up to \$7,500 per year in tuition reimbursement. In exchange, the recruits must serve four years of community policing in the department that sponsored them. The federal government will also pay \$10,000 per year to the department toward the salary of the new officers, according to Portland police Capt. Bob Kauffman.

The nation's first Police Corps class, however, has needed to make a few adjustments to this schedule. In order to get the program up and running as soon as possible, the students from Ryan's class were not recruited while they were in college, but were chosen from the pool of 1996 graduates who had already applied to the Portland police department. The upside of this is that Ryan and his classmates will have as much as \$30,000 of their college education paid for in one lump sum.

The downside is that they are undergoing the entire eight weeks of training, plus an additional eight weeks required by the Portland police department, all at the same time. "It's pretty stressful," admits Ryan. "They're trying to see who can take it and who's going to wash out. But I'm happy to be able to get all of this training."

Now in the 12th week of the Oregon police academy, Ryan and his classmates (two washed out) are trained in everything from self defense to domestic violence.

"Because it's such a rough time, it's in flux the whole time," says Portland police Sgt. John Bocciolatt, who is overseeing the training and acts as a liaison between the Police Corps and the U.S. Department of Justice. The recruits attend a receive classroom or practical training all-day long, and often attend guest speakers on special occasions.

Though the lack of sleep and the tough training he knows he will have to have a job with the high police department in the state.

"I guess I was just in luck at the right time," Ryan says. "It's such a great opportunity to have my education paid for on the cake." Sgt. Bocciolatt but praise for recruits with Ryan in particular.

"He is an outstanding natural leader with a great athletic well-suited for and for police work," Bocciolatt says. "If he is representative of the people in our community well with our country."

Bocciolatt dismisses the program who fear it will have grads looking to put in their education paid for.

"I'll bet my next month 95 percent of them are career officers," Bocciolatt says he has every intention of being a career police officer, his mother says was his brother Matt was killed in an accident when Ryan was in high school.

"When he was a kid he wanted to be a quarterback for the 'Cowboys,'" his mother says. "Later he had wanted to be in the FBI, but after Matt died he more focused on his farm. He didn't want his job to take him away from the area. He wants to be part of his community."

**SPECIAL REPORT**

The Portland Police Bureau's 15 new officers graduate with double the training that officers usually get at the state academy



Police Corps cadet Sean Harris stands at attention for inspection at the Oregon Police Academy in Monmouth. His class graduates today.

ROBERT BAGN/The Oregonian

# Police cadets chalk up a nationwide first

By DAVID R. ANDERSON  
of The Oregonian Staff

**M**ONMOUTH -- Opportunity knocked the Police Corps cadets, and most of them bounced back. The Portland Police Bureau recruits who made it through got their badges today. It's the first class in the nation to graduate from a program modeled on the military's ROTC.

They report for duty Monday and will hit the streets Thursday, paired with field

training officers.

Five of the original 20 didn't make the cut. Chalk some of that up to the "mild stress" that trainers used to test their charges during the 16-week program.

The days often started at 6:30 a.m. with a 1½ mile run and ended at 10 p.m. with group discussions. Trainers brought in exercise mats so recruits could do pushups and situps during classroom breaks. Four recruits injured their backs during training. Once every four weeks, a psychologist tested the recruits.

"We provided them the opportunity to

do well, but we also provided them the opportunity to fail," said Sgt. John Boccia-latt, the Portland Police Bureau's program director.

At the end of each day, the recruits had to remind themselves how fortunate they were. "You kind of went to bed every night sore, kind of wishing you were someplace else, and then you'd wake up and be glad you were still here," recruit Jim Darby said.

The Police Corps program, part of the 1994 federal crime bill, encourages college-bound students to consider a law enforce-

ment career.

The program more than doubled the training that recruits now get during the basic academy at the Oregon Police Academy. That allowed the state to test a new requirement the Legislature is considering that would increase the training for new officers and sheriff's deputies from 320 hours to 640 hours. Portland police officers already go through an additional nine-week advanced academy.

Please turn to  
**POLICE, Page B10**

Continued from Page B1

The Police Corps is similar to the military's ROTC program. High school seniors and college students who are accepted will agree to serve four years as paid police officers after they graduate from a four-year college. In exchange, the government will pay as much as \$7,500 per year of college costs.

The police agency also benefits. The federal government pays for the training, in this case about \$540,000. It also pays the Police Bureau \$1,000 a year for the first four years of each officer's pay.

For this first class, the Police Bureau used its existing hiring list, because the bureau started requiring four-year college degrees last year.

The Police Bureau is applying to the federal government for 40 more Police Corps positions this year.

Now that they are graduating from the academy, the new officers have another worry — Measure 47. The Police Bureau has a freeze on hiring, but it will honor its commitment to hire the recruits. If, however, the bureau has to lay off officers, the new ones would be first to go.

It was just one more stress.

Some of the training the recruits got was not traditional.

For two days, they went on outings with the Police Activities League, taking youngsters inner-tubbing on Mount Hood and teaching them about fishing.

"I know that was a real eye-opener for a lot of our officers, because they hadn't been exposed to inner-city kids that much," Boccia-latt said.

The recruits sat through part of the trial of Jerry Walton, a Salem police officer convicted of assaulting two drunken men.

Most of the training was traditional. There was just more of it.

Unlike the basic academy, which requires an 80 percent score on the firearms test, Police Corps recruits had to hit the target 100 percent of the time.

They got four days of training on drunken driving arrests instead of four hours. They spent one week on high risk vehicle stops. A lot of the training was role-playing, putting into practice what they learned in the classroom.

"That's where people started having trouble," said Capt. Bob Kauffman, who heads the Police Bureau's personnel division. "They couldn't put all the pieces of the puzzle together."

Two recruits left the program because they did poorly in such scenarios. That probably would have been caught in the current training program, but perhaps not until well into their 18-month probationary period when they encountered those situations on the streets.

Three others were dropped because they couldn't pass the Police Bureau background checks.

The physical demands also were great. By Thursday, the recruits had to reach the 50th percentile of a standard military physical fitness test. For a 24-year-old man, that means 33 push-ups in one minute, 40 sit-ups in one minute, running 1½ miles in 12.2 minutes and running 300 meters in 64.5 seconds.

Monday, Boccia-latt inspected the members of the class in their new dress uniforms. Boccia-latt reminded them that Kauffman, a military veteran, would be inspecting them today at graduation. Every nit would be picked.

But the stresses weren't enough to make recruit Ryan Derry doubt his new career.

"I'd do it again in a heartbeat," he said.



Record Photo By Robert Reed

Hunt Presents Checks To Brian Maynor As Family Members Watch

# Group's 1st Scholarship Is Awarded

By KARA PRESNELL  
Record Staff Writer

The son of a Hickory police officer killed in the line of duty became the first in the country Thursday to receive a Police Corps college scholarship.

*Local Election Details,  
Pages 5B-8B*

Brian Maynor, a junior at the University of Chapel Hill, was presented with two \$7,500 checks by Gov. Jim Hunt in a ceremony at the Hickory Police Department.

Maynor was celebrating his first birthday Aug. 9, 1977, when his father, Jerald, was accidentally shot and killed during a training exercise at the old Hickory Police Department.

See Group's, Page 11A

# Group's 1st Scholarship Awarded

• From Page 1A

Hunt told a gathering of Maynor's family members and Hickory police officers that he was thrilled to be able to award the young college student the scholarship.

"North Carolina is one of only six states in the country to receive the Police Corps Scholarships. This is the first awarded in the nation. I am

pleased," he said.

The Police Corps was formed, Hunt said, to aid the children of law enforcement officers slain in the line of duty. The organization awards the recipients \$7,500 each year for four years.

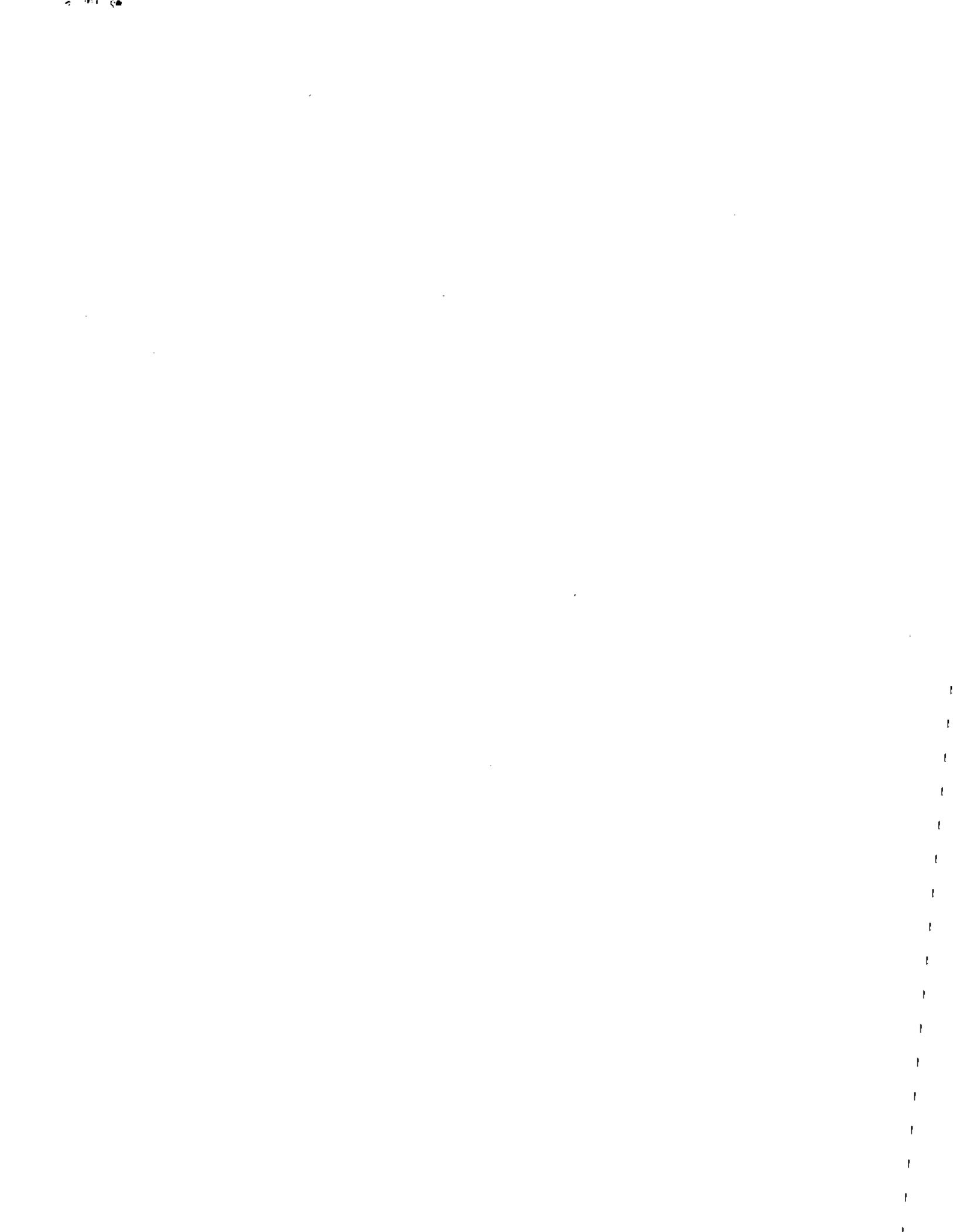
Maynor, a journalism major, said he is overwhelmed by the generosity of the Police Corps.

"It's more than I ever expected. I had applied for a scholarship, but this is just so much

never imagined anything like this happening."

Hunt praised Officer Maynor and other police officers for their willingness to make sacrifices for the good of the community at large.

"As law enforcement officers, you put your lives on the line every day, and we are grateful. We appreciate your hard work, and we appreciate the sacrifices you and your families make. That's what Jerald Maynor's life was all about — sacrificing to make this community and its families





Office of the Attorney General  
Washington, D. C. 20530

July 29, 1993

DRAFT DECISION MEMORANDUM FOR THE PRESIDENT

FROM: JANET RENO  
ATTORNEY GENERAL

SUBJECT: Police Corps

The following compares the positions of Adam Walinsky and the Department of Justice on the police corps concept.

Adam Walinsky's Proposal

Mr. Walinsky proposes to provide a scholarship to each police corps participant of up to \$12,500 per year with a cap of \$40,000 over four years. The participant would then be required after graduation from college to serve as a police officer for four years. Police corps participants must commit to only four years of service. (Participants in the first two years of operation need only commit to two years.) It takes four years for an officer to become a seasoned member of the police force. \$5,000 per year per graduate for up to five years would be paid to law enforcement agencies as a hiring incentive. Monies would be targeted for 16 weeks of training in addition to whatever law enforcement related education the person chose in college. After expenditure of these dollars, we would not have police officers on the street to show for it. Communities would still have to come up with the funds to hire them. This would be a huge burden, as the national average for salary, benefits, training and equipment for a new police officer is approximately \$50,000.

Department of Justice Proposal

The Department would prefer to use our limited resources to provide direct grants to communities to enable them to actually hire new police rather than just sending them to school. We need police on the streets now. Police groups have advised that there is no lack of well-educated candidates to become police officers. If the goal is to produce a better educated police force, scholarships for career officers would be a more effective means of achieving this goal if we had the money.

We do not have enough money to achieve your promise of putting 100,000 police officers on the street, but in case you want to provide money for scholarships, an alternative police corps proposal has been developed by the Department of Justice, in consultation with the Domestic Policy Council staff. This version would cost \$25 million over five years, provide scholarships to aspiring police officers, and build partnerships between educational institutions and law enforcement agencies to address local needs. It would also assure qualified participants of jobs upon graduation.

Another option would be to augment the police corps concept already incorporated into the National Service program legislation.

You should also know that virtually every major national police organization opposes Mr. Walinsky's police corps proposal.

In summary, I think the facts stated above relating to each approach to police corps strongly suggest that the Administration support for the Department of Justice or National Service version of police corps.

#### DECISION

Option A:

Support the Department of Justice Police Corps Proposal:

Approve       Approve as amended       Reject       No Action

Option B:

Support the National Service Police Corps Proposal:

Approve       Approve as amended       Reject       No Action

Option C:

Support the Adam Walinsky Police Corps Proposal:

Approve       Approve as amended       Reject       No Action



WHITE HOUSE STAFFING MEMORANDUM

216

DATE: 7-30

ACTION/CONCURRENCE/COMMENT DUE BY: 7-30 6PM

SUBJECT: POLICE COPPS

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PASTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
McLARTY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	RASCO	<input type="checkbox"/>	<input checked="" type="checkbox"/>
NEEL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	RUBIN	<input type="checkbox"/>	<input type="checkbox"/>
PANETTA	<input type="checkbox"/>	<input type="checkbox"/>	SEGAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BAGGETT	<input type="checkbox"/>	<input type="checkbox"/>	SEIDMAN	<input type="checkbox"/>	<input type="checkbox"/>
EMANUEL	<input type="checkbox"/>	<input type="checkbox"/>	STEPHANOPOULOS	<input checked="" type="checkbox"/>	<input type="checkbox"/>
GEARAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	TYSON	<input type="checkbox"/>	<input type="checkbox"/>
GERGEN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	VARNEY	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GIBBONS	<input type="checkbox"/>	<input type="checkbox"/>	WATKINS	<input type="checkbox"/>	<input type="checkbox"/>
HALE	<input type="checkbox"/>	<input type="checkbox"/>	WILLIAMS	<input type="checkbox"/>	<input type="checkbox"/>
HERMAN	<input type="checkbox"/>	<input type="checkbox"/>	<u>REED</u> →	<input checked="" type="checkbox"/>	<input type="checkbox"/>
LAKE	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
LINDSEY	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
McGINTY	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
MONTOYA	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
NUSSBAUM	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

Please note short turnaround time.

RESPONSE:

JOHN D. PODESTA  
Assistant to the President  
and Staff Secretary  
Ext. 2702



Office of the Attorney General  
Washington, D. C. 20530

93 JUL 30 All : 36

July 29, 1993

DRAFT DECISION MEMORANDUM FOR THE PRESIDENT

FROM: JANET RENO  
ATTORNEY GENERAL

SUBJECT: Police Corps

The following compares the positions of Adam Walinsky and the Department of Justice on the police corps concept.

Adam Walinsky's Proposal

Mr. Walinsky proposes to provide a scholarship to each police corps participant of up to \$12,500 per year with a cap of \$40,000 over four years. The participant would then be required after graduation from college to serve as a police officer for four years. Police corps participants must commit to only four years of service. (Participants in the first two years of operation need only commit to two years.) It takes four years for an officer to become a seasoned member of the police force. \$5,000 per year per graduate for up to five years would be paid to law enforcement agencies as a hiring incentive. Monies would be targeted for 16 weeks of training in addition to whatever law enforcement related education the person chose in college. After expenditure of these dollars, we would not have police officers on the street to show for it. Communities would still have to come up with the funds to hire them. This would be a huge burden, as the national average for salary, benefits, training and equipment for a new police officer is approximately \$50,000.

Department of Justice Proposal

The Department would prefer to use our limited resources to provide direct grants to communities to enable them to actually hire new police rather than just sending them to school. We need police on the streets now. Police groups have advised that there is no lack of well-educated candidates to become police officers. If the goal is to produce a better educated police force, scholarships for career officers would be a more effective means of achieving this goal if we had the money.

We do not have enough money to achieve your promise of putting 100,000 police officers on the street, but in case you want to provide money for scholarships, an alternative police corps proposal has been developed by the Department of Justice, in consultation with the Domestic Policy Council staff. This version would cost \$25 million over five years, provide scholarships to aspiring police officers, and build partnerships between educational institutions and law enforcement agencies to address local needs. It would also assure qualified participants of jobs upon graduation.

Another option would be to augment the police corps concept already incorporated into the National Service program legislation.

You should also know that virtually every major national police organization opposes Mr. Walinsky's police corps proposal.

In summary, I think the facts stated above relating to each approach to police corps strongly suggest that the Administration support for the Department of Justice or National Service version of police corps.

#### DECISION

Option A:

Support the Department of Justice Police Corps Proposal:

Approve       Approve as amended       Reject       No Action

Option B:

Support the National Service Police Corps Proposal:

Approve       Approve as amended       Reject       No Action

Option C:

Support the Adam Walinsky Police Corps Proposal:

Approve       Approve as amended       Reject       No Action

# Police in Baltimore Try New Kind of Recruiting

By MICHAEL JARNEY

BALTIMORE, March 27 — Almost a year after the idea first occurred him when he was on duty in Long Beach, Calif., Robert F. Kennedy of New York and Baltimore is finally introducing a new kind of police recruitment. The new method, it could be argued, might be a model for other police departments across the country where they are short of men.

As part of the new program, Baltimore has set up a new unit to recruit college graduates who agree to receive training for a year before joining the police force. The program is being run by the Baltimore Police Training Corps, a program that will introduce college graduates who agree to receive training for a year before joining the police force.

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