

USE OF DATA & CITIZEN ENGAGEMENT

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Use of Data

- Intelligence-led policing is the future of policing strategies
 - More effective and efficient use of manpower
 - Creates systematic approach to crime fighting
 - Provides leaders tangible proof of non-obligated activities and enforcement
 - The Department's focus remains on their Mission Statement and Guiding Principles



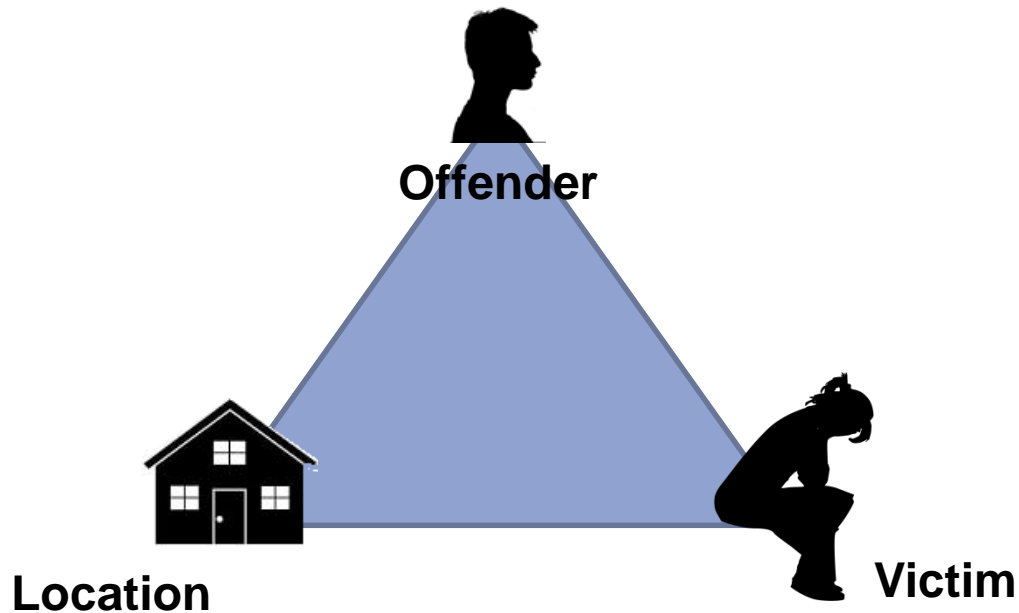
Intelligence Must Be...

- Real time
- Actionable
- Efficient to use
- Shared efficiently (SharePoint/CCN, press releases)
- Tied to strategic objectives
- Reduce repeat victimization
- Reduce similar calls for service



Problem Solving

Intelligence-led policing must incorporate systematic problem solving strategies to be an effective crime fighting crime tool.



Community Engagement

True intelligence cannot be gained from computers or reports. As the military has learned, the best method of intelligence gathering comes from those with “Boots on the Ground”. Relationships with the community must be formed.



Chief of Police

- All Chiefs of Police serve a visible public function
- Truth is, true community engagement involves officers at all levels interacting with the public.
- Set the example and hold leaders accountable
- Must allow the officers to take the initiative to share and act on information learned during these interactions.
CANNOT OPERATE IN A SILO!!!!!!



Community Engagement: Training

- Philosophy must be shared
 - It's not just a "Command Issue"
- Begins with a disciplined hiring process with thorough indoctrination during entry level training
- Training must be reinforced daily
- Must be a "way of doing business"



A Look Inside Frederick

- Neighborhood Advisory Council Initiative
- Single points of contact but a shared responsibility City wide
- Share problem solving strategies internally and externally
- Not being afraid to be held accountable both internally and externally
- Communicate the “WHY”



Changing Agency Culture

- Performance evaluation standards reviewed to ensure they comply with philosophy
- Updated Strategic Plan
 - Mission statement and guiding principles must support philosophy and vision
- Training must be continuous
 - Ethics
 - Leadership
 - Character



Change

Blended Strategy

- Problem solving worksheets that follow the SARA problem solving model
- Bi-monthly crime and staff meetings to strategize crime fighting efforts
- Community problem solving strategies discussed with a review of repeat calls for service



Blended Strategy

- Education is important to build understanding
 - Citizen Police Academy
 - National Night Out activities
 - Issues affecting the community
 - Grand Jury process
 - OIS investigations
 - Policies regarding special populations
- At times, cannot be afraid to agree to disagree



“The Way We Do Business”

- Frequent contact with key community stakeholders must be PROACTIVE!!!
 - Establish Command oversight for accountability
 - Coalitions
 - NACs
 - Mental Health Collaborative
 - Established specific nature code for business liaison
 - “How can I contact the complainant” instead of “Does the complainant want to be contacted”

C  mmunity 

Mission Statement

It is the mission of the Frederick Police Department to safeguard lives and property, to reduce the incidence and fear of crime with impartiality and integrity, and to enhance public safety while partnering with our community to improve quality of life.



Guiding Principles



- We are responsive to the concerns of the citizens we serve.
- We are fair and impartial in the execution of our duties.
- We treat one another, the public, suspects, and arrestees with dignity, courtesy and respect.
- We demonstrate honesty and integrity in everything we do.
- We embrace Intelligence-Led, Problem, and Community Oriented Policing.
- We hold ourselves accountable and adhere to strong ethical behavior and standards of conduct, providing an example to one another and to the public.