

**COPS HIRING PROGRESS REPORT  
Active Hiring Grant**

This survey pertains to the **20 COPS Active** officer position(s) awarded under the following grant as of **09/30/2011**

| Grant Program | Grant #      | New Hires | Rehires Pre-Application Layoff | Rehires Post-Application Layoff |
|---------------|--------------|-----------|--------------------------------|---------------------------------|
| CHRP          | 2009RJWX0020 | 0         | 20                             | 0                               |

**COPS FUNDED OFFICER INFORMATION**

As of **09/30/2011** , how many COPS grant position(s) were filled?

| Grant Program | Grant #      | New Hires | Rehires Pre-Application Layoff | Rehires Post-Application Layoff |
|---------------|--------------|-----------|--------------------------------|---------------------------------|
| CHRP          | 2009RJWX0020 | 0         | 20                             | 0                               |

As of **09/30/2011**, how many of the unfilled COPS grant position(s) do you intend to fill?

| Grant Program | Grant #      | New Hires | Rehires Pre-Application Layoff | Rehires Post-Application Layoff |
|---------------|--------------|-----------|--------------------------------|---------------------------------|
| CHRP          | 2009RJWX0020 | 0         | 0                              | 0                               |

Of the CHRP position(s) that you intend to fill, what is the status of each of these position(s).

- Recruiting/hiring process has not yet started
- In the recruiting/hiring process (e.g., career fairs, interviews, background checks)
- In the training academy

Of the CHRP position(s) that you intend to fill, what is the expected start date of the position(s).

- Number of positions expected to start in 0-3 months
- Number of positions expected to start in 4-6 months
- Number of positions expected to start in 7-9 months
- Number of positions expected to start in 10-12 months

As of **09/30/2011**, how many of the unfilled COPS grant position(s) are not going to be filled?

| Grant Program | Grant #      | New Hires | Rehires Pre-Application Layoff | Rehires Post-Application Layoff |
|---------------|--------------|-----------|--------------------------------|---------------------------------|
| CHRP          | 2009RJWX0020 | 0         | 0                              | 0                               |

**Program Assistance**

**Does your agency require programmatic assistance for the grant(s) listed below at this time to ensure successful implementation of this project?**

**2009RJWX0020**      **CHRP**       Yes     No     NA

## Community Policing

### **Please explain how COPS funding has enhanced your agencies ability to implement community policing activities. (2,000 characters or less).**

The Stockton Police Department uses COPS funds to enhance community policing efforts focusing on three key elements: Community Partnerships, Problem Solving, and Organizational Transformation.

As the Police Department downsizes and faces a significant reduction in sworn staff, the City of Stockton has counted on support from the COPS Office to help maintain community partnerships; most notably with the five local school districts, Downtown business alliance, neighborhood betterment committees, and allied government agencies and task forces; dedicating Officers to specific community policing activities to develop solutions and increase trust and cooperation with participants.

With COPS staff, the Police Department can engage in a generalist approach to community policing by incorporating sound problem solving practices into routine Patrol assignments rather than relying on a few "specialist" problem solvers. All Officers are encouraged to go beyond traditional Police responses and commit to problem solving and identifying conditions that contribute to crime and neighborhood disorder. Responses will be tailored in concert with community members to effectively reduce or eliminate crime problems.

The Police Department recognizes the current economic crisis as an opportunity to reorient, restructure, and reengage in a new era of community policing and problem solving using the best practices that have evolved nationally over the past 20 years. Organizational transformation will occur as the Department moves forward (with fewer managers, mid-managers, and line staff), reexamines the mission statement and strategic plan, and institutionalizes the practice of community policing agency-wide by using a broad range of community resources involving both public and private partnerships. A more enlightened, empowered, and emancipated citizenry will emerge embracing the community policing philosophy of a personalized partnership with Police.

The questions in this section refer to the grant number(s) identified below and how it may have increased agency's community policing capacity.

| Grant Program | Grant Number | Award Amount   |
|---------------|--------------|----------------|
| CHRP          | 2009RJWX0020 | \$7,932,160.00 |

Increasing Community Policing Capacity: Grant Resources

**Develop Community/Law Enforcement Partnerships**

The COPS Office is interested in determining to what extent (if any) your agency's grant(s) have assisted your agency to increase your capacity to develop collaborative partnerships with individual and organizational stakeholders in the community you serve.

Please use a 10-point scale, where "1" means "Strongly Disagree" and "10" means "Strongly Agree." If an item does not apply to you please select "N/A."

**Has the grant assistance that you received from the COPS Office increased your agency's capacity to do the following?**

P1- Share relevant crime and disorder information with community members

|                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                          |                                     |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                                   | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

P2- Actively seek input from the community regarding identifying and prioritizing neighborhood problems

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

P3- Engage the community in the development of responses to community problems

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

P4- Collaborate with other agencies that deliver public services (e.g., parks and recreation, social services, public health, mental health, code enforcement)

|                          |                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                          |                          |                                     |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                                   | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Problem-Solving**

The COPS Office is interested in determining to what extent (if any) your agency's grant(s) have assisted your agency to increase your capacity to use problem-solving. Problem-solving is an analytical process for systematically 1) identifying and prioritizing problems, 2) analyzing problems, 3) responding to problems, and 4) evaluating problem-solving initiatives. Problem-solving involves an agency-wide commitment to go beyond traditional police responses to crime to proactively address a multitude of problems that adversely affect quality of life.

Please use a 10-point scale, where "1" means "Strongly Disagree" and "10" means "Strongly Agree." If an item does not apply to you please select "N/A."

**Has the grant assistance that you received from the COPS Office increased your agency's capacity to do the following?**

PS1- Integrate problem-solving into patrol work

|                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |  |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                          |                                     |                          |                          |                          | <b>Strongly Agree</b>    |  |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                                   | 8                        | 9                        | 10                       | NA                       |  |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |

PS2-Identify and prioritize crime and disorder problems by having officers examine patterns and trends involving repeat victims, offenders, and locations

|                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |  |
|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| <b>Strongly Disagree</b> |                          |                          |                          |                                     |                          |                          |                          |                          |                          | <b>Strongly Agree</b>    |  |
| 1                        | 2                        | 3                        | 4                        | 5                                   | 6                        | 7                        | 8                        | 9                        | 10                       | NA                       |  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |

PS3- Explore the underlying factors and conditions that contribute to crime and disorder problems

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |  |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |  |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |  |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |

PS4-Develop tailored responses to crime and disorder problems that address the underlying conditions that contribute to them

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |  |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |  |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |  |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |

ORI #: CA03905 Stockton, City of

Submitted Date: Oct 20, 2011

### Organizational Change

The COPS Office is interested in determining to what extent (if any) your agency's grant(s) have assisted your agency to increase your capacity to transform your agency environment, organizational structure, personnel, practices, and policies to support the community policing philosophy and community policing activities. Please use a 10-point scale, where "1" means "Strongly Disagree" and "10" means "Strongly Agree." If an item does not apply to you please select "N/A."

#### Has the grant assistance that you received from the COPS Office increased your agency's capacity to do the following?

OC1- Institute organizational changes that support the implementation of community policing strategies

Strongly Disagree

Strongly Agree

|                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1                        | 2                        | 3                        | 4                        | 5                                   | 6                        | 7                        | 8                        | 9                        | 10                       | NA                       |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

OC2- Incorporate community policing principles into your agency's mission/vision statement and strategic plan

Strongly Disagree

Strongly Agree

|                          |                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                                   | 9                        | 10                       | NA                       |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

OC3- Institutionalize community policing principles into a corresponding set of policies, practices and procedures

Strongly Disagree

Strongly Agree

|                          |                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                                   | 9                        | 10                       | NA                       |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

OC4- Institute community policing agency-wide

Strongly Disagree

Strongly Agree

|                          |                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                                   | 9                        | 10                       | NA                       |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### Increasing Community Policing Capacity: Training and Technical Assistance Resources

The COPS Office is interested in determining to what extent (if any) the COPS Office has provided training or technical assistance to your agency to advance community policing.

**Have you received training or technical assistance, with respect to implementing community policing, from the COPS Office or COPS-sponsored training providers?**

Yes  No

Please use a 10-point scale, where "1" means "Strongly Disagree" and "10" means "Strongly Agree." If an item does not apply to you please select "N/A."

Train1- Develop collaborative partnerships with individual and organizational stakeholders in the community

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Train2- Engage in problem-solving to prevent, respond to, and/or better analyze crime

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Train3- Institute organizational changes that support the implementation of community policing strategies

|                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                                     |                          |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Train4- Improve technological capabilities to better prevent and/or respond to crime and disorder incidents

|                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                          |                                     |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                                   | 8                        | 9                        | 10                       | NA                       |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Train5- Effectively implement the strategies presented to better prevent and/or respond to crime and disorder

|                          |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Strongly Disagree</b> |                          |                          |                          |                          |                          |                                     |                          |                          |                          | <b>Strongly Agree</b>    |                          |
| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                                   | 8                        | 9                        | 10                       | N<br>A                   |                          |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Train6- Did you share the information that you learned with others?

Yes  No

**Do you have any best practices or success stories that you would like to share with the COPS Office related to your community policing activities?**

Not at this time.

### Survey Feedback Questions

The COPS Office is committed to continuously improving our processes and systems based upon grantee feedback.

Please rate your overall satisfaction with this online Progress Report.

|                                |                          |                          |                          |                          |                          |                                     |                          |                          |                          |                             |
|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-----------------------------|
| <b>Highly<br/>Dissatisfied</b> |                          |                          |                          |                          |                          |                                     |                          |                          |                          | <b>Highly<br/>Satisfied</b> |
| 1                              | 2                        | 3                        | 4                        | 5                        | 6                        | 7                                   | 8                        | 9                        | 10                       |                             |
| <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |

If you have any additional comments regarding using the Progress Report System, please share those comments below.

*(Please explain in 2000 characters or less):*

Not at this time.

*Project Implementation Status*

***Certification and Contact Information***

Title of Person Completing this Report : **Program Manager III**

First Name: **Erin**

Last Name: **Mettler**

Email: **erin.mettler@stocktongov.com**

Phone Number: **2099378533**

Please type your name here in place of your signature: **Erin Mettler**

I certify that the information provided on this form is true and accurate to the best of my knowledge and belief. I understand that false statements or claims made in connection with COPS grant awards may result in fines, imprisonment, disbarment from participating in Federal grants or contracts, and/or any other remedy available by law to the Federal Government. Please be advised that a hold may be placed on COPS grant awards if it is deemed that the agency is not in compliance with federal civil rights laws and/or is not cooperating with an ongoing federal civil rights investigation.

PAPERWORK REDUCTION ACT NOTICE

The public reporting burden for this collection of information is estimated to be up to one hour per response including time for searching existing data sources, gathering the data needed, and completing and reviewing the report. Send comments regarding this burden estimate or any other aspects of the collection of this information, including suggestions for reducing this burden, to the Office of Community Oriented Policing Services, U.S. Department of Justice, 145 N Street, NE, Washington, DC 20530; and to the Public Use Reports Project, Office of Information and Regulatory Affairs, Office of Management and Budget, Washington, D.C. 20530.

You are not required to respond to this collection of information unless it displays a valid OMB control number. The OMB control number for this application is 1103-0102 and the expiration date is 04/01/2011.