

# COMMUNITY POLICING

## SAMPLE POLICY

Developed by the International Association of Chiefs of Police (IACP), in collaboration with the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) and the National Tactical Officers Association (NTOA)

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*The opinions and statements contained herein do not necessarily represent the official position or policies of the International Association of Chiefs of Police (IACP), the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), the National Tactical Officers Association (NTOA), or the members of the Expert Panel and the agencies they represent.*

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## Sample Policy

### **I. PURPOSE**

It is the purpose of this policy to identify the components and strategies that comprise community policing that serve as the basis for this law enforcement agency's mission and strategic plan.

### **II. POLICY**

It is the policy of this law enforcement agency to pursue, where feasible, the programs, strategies, and principles incorporated in community policing.

### **III. DEFINITIONS**

*Community Policing:* A philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques and that proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime.

*Problem Solving:* The process of engaging in the proactive and systematic examination of identified problems to develop and evaluate effective responses.

*SARA:* A problem solving model comprised of 1) Scanning, to identify and prioritize problems; 2) Analysis, to research what is known about the problem; 3) Response, to develop solutions to bring about lasting reductions in the number and extent of problems; and 4) Assessment, to evaluate the success of the responses.

### **IV. PROCEDURES**

#### **A. Community Partnerships**

This agency and its officers should actively engage the public in its operations to gain information on local problems; seek cooperation and support in identifying solutions; gather feedback about agency policies and programs; engage in joint crime-prevention programs; and provide information and elicit opinions about current and proposed policing policies and programs. The following community entities should be considered as key players in developing police community programs and partnerships. They may be engaged individually or in combined meetings, forums, advisory boards or similar groups. Line officers play a significant role in engaging community members in positive interactions, not just when they are addressing a public safety problem. On a daily basis, every positive encounter with a citizen, regardless of the type of law enforcement agency, has the potential to increase community trust.

#### **1. Community Members and Groups**

This includes persons who live, work or otherwise have an interest in the community such as volunteer groups, activists, formal and informal community leaders, residents, visitors, and commuters.

2. Nonprofits and Service Providers

These providers include such entities as victim advocate groups, support groups, community development corporations, service clubs, and faith based communities.

3. Private Businesses

This may include individual businesses or through groups such as the chamber of commerce, local business consortiums, corporate management, or other means.

4. Media

Print, television and related mass media should be engaged to strengthen relationships with the community by communicating public safety and quality of life issues; soliciting feedback for development of solutions; presenting this agency's current strategies and proposed initiatives for addressing local problems; and conveying information about the agency's varied public services, events, and activities.

5. Governmental Agencies

Coordination of this agency's programs and services with other local and state governmental agencies that provide services and programs complement and enhance this agency's mission as well as those of partner agencies. These include but are not limited to human services, child welfare, corrections, probation and parole, other state and local law enforcement agencies, public works, and schools.

B. Agency Organization

1. In order to enhance the ability of officers to interact, communicate, and form relationships with individuals and neighborhoods, officers may be assigned on a long term basis to geographical regions and/or areas corresponding to neighborhood boundaries.
2. Officers may be provided with discretion to pursue criminal investigations, identify problems and formulate solutions, individually or in conjunction with other officers working as a team. Officers and investigators with specialized experience and training may be requested to assist in particularly complex or specialized investigative situations.
3. Resources and finances should be allocated, and where appropriate, supplemental financial support requested, to support the operational components and programs of community policing and problem solving adopted by this agency.

C. Personnel

The agency may consider the following:

1. Job descriptions that recognize community policing and problem solving responsibilities, and recruitment, selection and hiring criteria and emphasize the community service orientation of the job, in addition to traditional crime prevention and crime control.

2. Supervisors link the principles, practices and programs adopted by this agency as a part of community policing and problem solving to personnel job descriptions, evaluation of officer performance and rewards.
3. Officer training—basic academy, field training, and in-service training—is geared toward the principles and practices of community policing and problem solving as adopted by this agency, with the objective of institutionalizing these concepts and practices over time.

#### D. Management

This agency may

1. Take steps necessary to create an agency culture that supports and institutionalizes the principles and values of community policing and problem solving.
2. Use command staff and supervisors to reinforce the mission, values and vision of community policing and problem solving to those officers in their command, and to ensure that they are conducting police business in accordance with those principles and practices.
3. Encourage employee labor unions to support the changes that are imperative to the successful implementation of community policing and problem solving.
4. Promote and incentivize front line officers to take responsibility for their role in community policing by taking personal responsibility for identifying community problems and formulating solutions that serve both the well-being of the community and crime prevention.
5. Develop a mission statement that drives the agency's values, policies and procedures in a manner that operationalizes community policing and problem solving for all personnel.
6. Develop a performance evaluation system that is not limited to such factors as crimes solved, tickets issued or response time, but also outcome measures associated with such issues as reduced fear of crime, citizen satisfaction with police, the alleviation of community problems, and improvement in the quality of life.
7. Increase the agency's transparency within the community by enhancing the free flow of information about agency activities, programs, and services, as well as crime and matters of social disorder; and by soliciting feedback from the community on issues of concern.
8. Implement SARA to better evaluate the success of agency responses to identified problems by identifying and prioritizing problems, researching the cause and related factors associated with those problems, developing measures to solve those problems, and evaluating the effectiveness and outcome of those measures.

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