

Law Enforcement and the Manager's Changing Role

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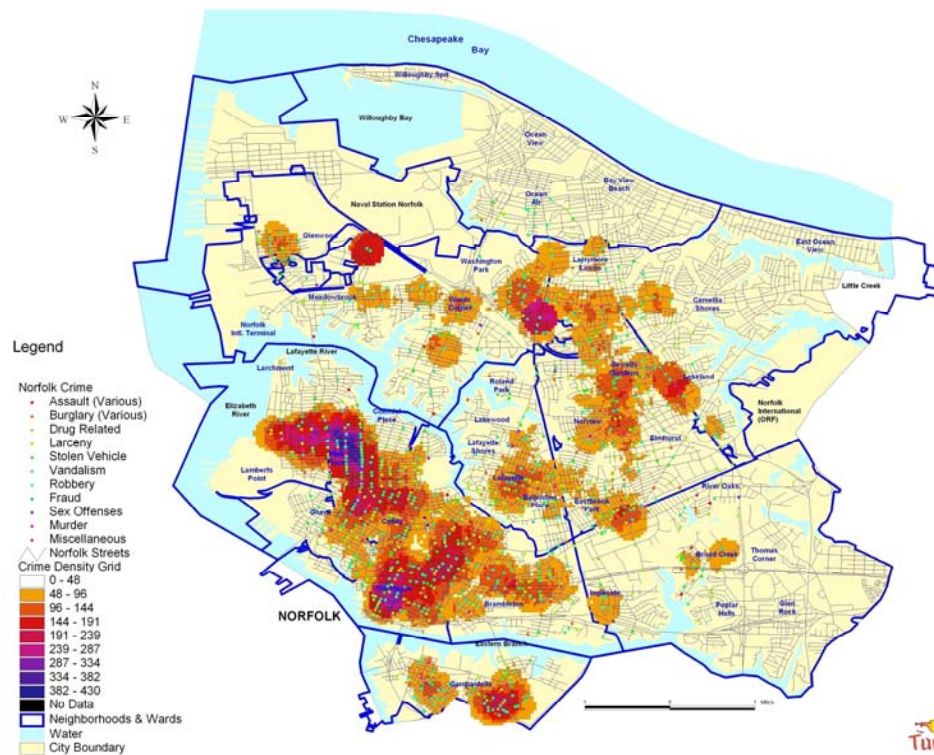
Overview

- Addressing the communication gap between officers and the community
- Creating change within the Norfolk police department
- Policing actions in 2016
- Civic / constitutional relationship
- Transition from chief to deputy



History of Policing Efforts

- 1990's and crack cocaine
- Police Assisted Community Enforcement (PACE)
- Post 9/11 shift to domestic terrorism



Tundra GIS



Addressing the Communication Gap

- Identification of informal leaders in the community
- Having the difficult conversations, not just the easy ones
- Listening to the community and engaging on a human level
 - Hamburgers and hot dogs
 - Shoot hoops not guns



Virginia Pilot



Creating Change Within Norfolk Police Department

- Guardians vs warriors
- Sanctity of life in use of force policy
- Incorporating citizen involvement
- Introduction of community relations manager
- Education of officers all the way to the recruit Level
- Encountering resistance in the force

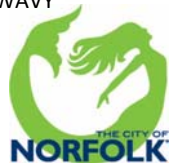


2016 Series of Events

- Spike in crime beginning in late 2015
- 7 officer involved shootings in 1st 6 months of 2016
- Continued communication within the community prevented escalation
 - Speaks to the character of community and authentic nature of our police/resident relationship

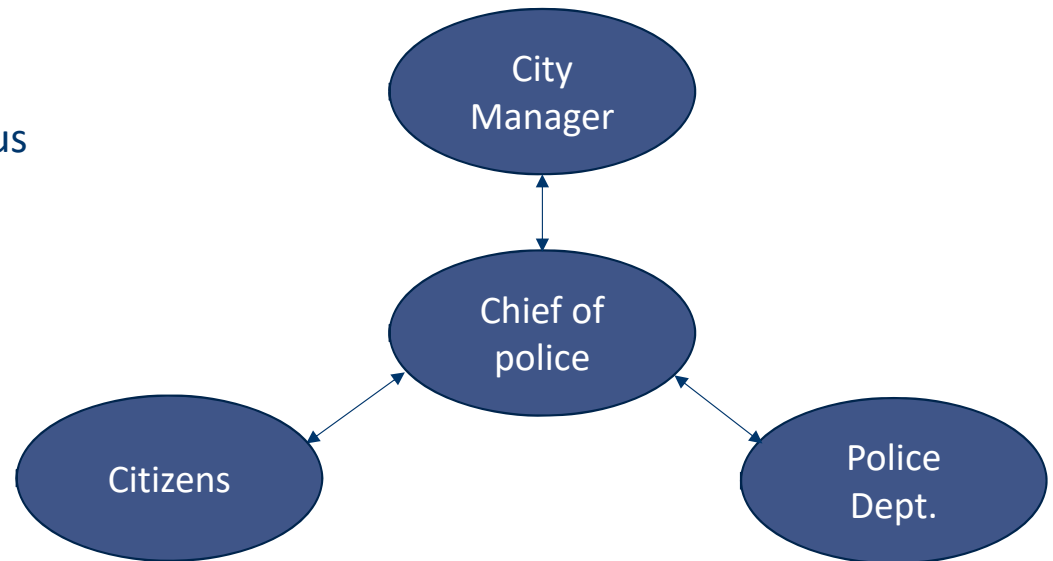


WAVY



Civic / Constitutional Relationship

- Chief of police's three communities of focus
- Understanding the politics
- Relationship with the City Manager



Transition From Chief to Deputy

- Taking off the uniform
- A different kind of stress
- Operational vs conceptual problem solving
- Understanding the city council approach
- A sincere thank you

