



vision

2011 Patrol Lieutenant Pilot

Deputy Chief Janeé Harteau



Plan

- 2011 Pilot (beginning Dec 19th—1st scheduling period of 2011)
- Move from Sector Lts (all working days) to Patrol Lts with 24 hr coverage; working same hours as shift you oversee
- Meeting Dec 2nd for all Lieutenants (expectations, roles and responsibilities)
- Quarterly assessments; modifications made as needed



Patrol Lieutenant concept

What this IS:

- Building on a successful foundation of Community policing
- Increasing accountability and leadership at all levels; beginning with the front line.
- Incorporating predictive policing; real time information with crime prevention strategies
- What this is **NOT**:
 - Going back to old "Shift Lt concept"
 - Not totally abandoning current sector philosophy for community partnerships



Common themes (Gaps)

- **Accountability**
 - CONSISTENCY with expectations and outcomes
- **Continuity**
 - Direction of sworn personnel
 - Sector LT management of CPS/output; Problem Properties
- **Professional development**
 - Front line leadership/management (little evening oversight)
 - Guidance (mentorships for Sgts.)
- **Personnel numbers**
 - WC--Sector Lt taken away from regular duties 21 days per year.
 - Reduction in personnel through attrition (currently need 4 sgts per shift and could go to 3 per shift with 1 Lt)



Expected Outcomes

- Higher level of accountability at all levels
 - Give authority not just responsibility
- Higher level of service
- Increased Community Satisfaction
 - New relationships with front line; mutual understanding
 - Enhance the community experience through employee engagement
- Increased Employee Satisfaction
 - Improved Communication
 - Clear direction & expectation
 - Professional development & Mentorship



What if we did nothing?

- Gaps would continue
- Need to take (6-8) Sergeants from investigative units to backfill positions on the street
- Status quo
 - We couldn't take our successes to the next level
- Community meetings and partnerships simply left to Sector Lts. to build

vision



Opportunities

- Create and sustain a high performance culture
- Improved Guidance & Direction for front line supervisors and officers
- Next phase of community policing and partnership development
 - Push down involvement/next level of collaboration
 - Increase and create new partnerships
- Create platform for constant evaluation
 - Not simply how do we do more with less?
 - *How do we do things better with what we have?*



Overall Objective

**Excellence through
LEADERSHIP**

Police = Community Leaders



Questions?

THANK YOU