COPS HIRING PROGRESS REPORT
Active Hiring Grant

This survey pertains to the **17** COPS **Active** officer position(s) awarded under the following grant as of **03/31/2012**.

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
CHP	2011ULWX0006	0	0	17

COPS FUNDED OFFICER INFORMATION

As of 03/31/2012, how many COPS grant position(s) were filled?

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
CHP	2011ULWX0006	0	0	0

As of 03/31/2012, how many of the unfilled COPS grant position(s) do you intend to fill?

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
CHP	2011ULWX0006	0	0	17

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

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

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

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

As of 03/31/2012, how many of the unfilled COPS grant position(s) are not going to be filled?

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
CHP	2011ULWX0006	0	0	0

This survey pertains to the **20** COPS **Active** officer position(s) awarded under the following grant as of **03/31/2012**.

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

COPS FUNDED OFFICER INFORMATION

As of 03/31/2012, how many COPS grant position(s) were filled?

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

As of 03/31/2012, how many of the unfilled COPS grant position(s) do you intend to fill?

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
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).

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

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

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

As of 03/31/2012, how many of the unfilled COPS grant position(s) are not going to be filled?

Grant Program	Grant #	New Hires	Rehires Pre-Application Layoffs	Rehires Post-Application Layoffs
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**   [X] Yes   [ ] No   [ ] NA

Please identify what type of programmatic assistance you require. (Check all that apply)

[X] Grant Modification Needed   [ ] Federal Financial Report Question

[ ] Grant Extension Needed   [ ] Retention Issue

[ ] Community Policing Assistance   [ ] Other (Please explain in 1000 characters or less):

[ ] Grant Withdrawal Needed

2011ULWX0006   **CHP**   [X] Yes   [ ] No   [ ] NA

Please identify what type of programmatic assistance you require. (Check all that apply)

[X] Grant Modification Needed   [ ] Federal Financial Report Question

[ ] Grant Extension Needed   [ ] Retention Issue

[ ] Community Policing Assistance   [ ] Other (Please explain in 1000 characters or less):

[ ] Grant Withdrawal Needed

COPS Hiring Program

Community Policing Reporting Questions
(For CHP Grants awarded in FY'11 and later)
(Includes minimum thresholds for required review)

COPS Office grants must be used to reorient the mission and activities of law enforcement agencies toward the community policing philosophy or enhance their involvement in community policing. Community policing is a philosophy that promotes organizational strategies, which support the systematic use of partnerships and problem-solving techniques, to proactively address the immediate conditions that give rise to public safety issues, such as crime, social disorder, and fear of crime.

Prior to receiving grant funding under the fiscal year (FY) 2011 COPS Hiring Program (CHP), your agency was required to describe in your grant application how hiring additional officers would assist in implementing and/or enhancing community policing strategies. The purpose of the community policing section within this COPS Progress Report is to assess your agency's progress in implementing your community policing plan (CP Plan) and specific community policing activities during the grant reporting period. It is also intended to ensure that your agency satisfies the requirements for COPS funding under this program.

Instructions:
In completing your CP Plan under the CHP program(s) grant, your agency identified specific crime or disorder problem(s) and the partners with whom you would engage through your requested COPS funding. Additionally, your agency was asked to provide plans regarding your proposed organizational transformation strategies.

Based on your original CP Plan, this report includes the following required four sections for completion:

I.	Problem Solving*
II.	Partnerships*
III.	Community Policing Plan Goals*
IV.	Organizational Transformation

Sections I, II and III are specific to each problem type previously identified in the CP Plan.

For questions regarding the community policing implementation section within the progress report, or for guidance on submitting a modified CP Plan under this grant, please contact the COPS Progress Report Team at 800-659-7379 or see additional instructions at www.cops.usdoj.gov.

I. Problem-Solving

This section requests information about your agency's progress in identifying, assessing, and addressing the specific problem(s) types identified in your COPS Hiring Program Community Policing plan. It also requests information about community policing activities implemented during the reporting period.

1) Your agency previously identified 3 problem(s) under your FY 2011 CHP grant which you committed to direct agency resources in a problem-solving effort. For each problem type below, please indicate the current status of your problem-solving efforts within this grant reporting period.

2011ULWX0006   **CHP**

Previously Identified Problem Type(s)	(a) Plan to address	(b) Currently being addressed	(c) Problem addressed or completed	(d) No longer intend to address this problem
Assault	X	☐	☐	☐

Previously Identified Problem Type(s)	(a) Plan to address	(b) Currently being addressed	(c) Problem addressed or completed	(d) No longer intend to address this problem
Homicide	X	☐	☐	☐

Previously Identified Problem Type(s)	(a) Plan to address	(b) Currently being addressed	(c) Problem addressed or completed	(d) No longer intend to address this problem
Robbery	X	☐	☐	☐

2) For each problem your agency is currently addressing (or plans to address), please identify the source(s) of information you are currently examining (or plan to examine) in order to better understand the problem?
The box to the left indicates the information source(s) identified in the original grant or most recent progress report.

2011ULWX0006   **CHP**

Assault

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely Collected law enforcement data/information related to the problem	X	X	☐	☐	☐
The location and/or time aspects of the problem (e.g., mapping)	X	X	☐	☐	☐
The conditions and environmental factors related to the problem	X	X	☐	☐	☐
The strengths and limitations of current responses to the problem	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Existing research and best practices related to the problem	X	X	☐	☐	☐
Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐
Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
Strengths and weaknesses of previous responses to the problem	X	X	☐	☐	☐
None of the above	☐	☐	☐	☐	☐

Homicide

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely Collected law enforcement data/information related to the problem	X	X	☐	☐	☐
The location and/or time aspects of the problem (e.g., mapping)	X	X	☐	☐	☐

The conditions and environmental factors related to the problem	X	X	☐	☐	☐
The strengths and limitations of current responses to the problem	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Existing research and best practices related to the problem	X	X	☐	☐	☐
Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐
Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
Strengths and weaknesses of previous responses to the problem	X	X	☐	☐	☐
None of the above	☐	☐	☐	☐	☐

Robbery

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely Collected law enforcement data/information related to the problem	X	X	☐	☐	☐
The location and/or time aspects of the problem (e.g., mapping)	X	X	☐	☐	☐
The conditions and environmental factors related to the problem	X	X	☐	☐	☐
The strengths and limitations of current responses to the problem	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Existing research and best practices related to the problem	X	X	☐	☐	☐

Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐
Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
Strengths and weaknesses of previous responses to the problem	X	X	☐	☐	☐
None of the above	☐	☐	☐	☐	☐

3) For each problem your agency is currently addressing (or plans to address), has your agency or will your agency address the following source(s) of information in order to assess your agency's response to the problem?
The box to the left indicates the source(s) of information indicated in the original grant or most recent progress report.

2011ULWX0006   **CHP**

Assault

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely collected law enforcement data/information related to the problem (e.g., arrest, incident reports, calls for service)	X	X	☐	☐	☐
Data/information regarding whether the response was implemented as planned	X	X	☐	☐	☐
Police data collected for this specific problem (e.g. problem-specific surveys, field interview contact cards, etc.)	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐

Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
None of the Above	☐	☐	☐	☐	☐

Homicide

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely collected law enforcement data/information related to the problem (e.g., arrest, incident reports, calls for service)	X	X	☐	☐	☐
Data/information regarding whether the response was implemented as planned	X	X	☐	☐	☐
Police data collected for this specific problem (e.g. problem-specific surveys, field interview contact cards, etc.)	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐
Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
None of the Above	☐	☐	☐	☐	☐

Robbery

Information Source(s)	Previously Indicated	(a) Plan to examine	(b) Currently being examined	(c) Completed examining	(d) No longer intend to examine
Routinely collected law enforcement data/information related to the problem (e.g., arrest, incident reports, calls for service)	X	X	☐	☐	☐
Data/information regarding whether the response was implemented as planned	X	X	☐	☐	☐
Police data collected for this specific problem (e.g. problem-specific surveys, field interview contact cards, etc.)	X	X	☐	☐	☐
Non-law enforcement data/information related to the problem (e.g., insurance crash data, census data, survey data)	X	X	☐	☐	☐
Data/information from community partners related to the problem (e.g., resident associations, business groups, non-profit community service organizations)	X	X	☐	☐	☐
Information about offenders contributing to the problem (e.g., offender interviews, arrest records)	X	X	☐	☐	☐
Information about victims and/or stakeholders affected by the problem (e.g., crime reports, victim interviews)	X	X	☐	☐	☐
None of the Above	☐	☐	☐	☐	☐

II. Partnerships

Community Policing relies heavily on partnerships and relationships between law enforcement and the community it serves. This section requests information about your agency's effort in establishing and/or maintaining partnerships identified in your CP plan.

4) Your agency previously identified the following external groups/organizations (column 1) with whom you would initiate or enhance a partnership to develop responses to the problem area identified. What progress has your agency made in working with the partners listed below?

2011ULWX0006   **CHP**

Assault

Partnerships	(a) Partnerships planned	(b) Partnerships active	(c) Partnership established during grant period but no longer active
California State Parole	☐	X	☐
PeaceKeeper Program	☐	X	☐
SJ County Probation	☐	X	☐

Homicide

Partnerships	(a) Partnerships planned	(b) Partnerships active	(c) Partnership established during grant period but no longer active
Calirornia State Parole	☐	X	☐
PeaceKeeper Program	☐	X	☐
SJ County Probation	☐	X	☐

Robbery

Partnerships	(a) Partnerships planned	(b) Partnerships active	(c) Partnership established during grant period but no longer active
California State Parole	☐	X	☐
PeaceKeeper Program	☐	X	☐

SJ County Probation	☐	X	☐

III. Community Policing Plan Goals

This section requests information about the goals previously identified by your agency in response to the public safety issue(s) identified in your CP plan. Although you may have multiple goals, a maximum of three primary goals were allowed in the CP plan. During the grant period, we encourage agencies to create a system that documents your progress towards achieving their identified goals.

5) Based on the original goals identified for this problem, please indicate what goals were accomplished, as they relate to your response to the problem areas identified and your implementation of community policing within this reporting period.

2011ULWX0006   CHP

Assault

Previously Identified Goal(s)	Previously Indicated	(a) Plan to accomplish / Currently being accomplished	(b) Goal accomplished	(c) No longer intend to accomplish this goal
Eliminating the problem	X	X	☐	☐
Reducing the number of incidents	X	X	☐	☐
Increasing public trust in your agency	☐	☐	☐	☐
Reducing the seriousness of the incidents or the amount of harm	X	X	☐	☐
Reducing the number of victims and/or repeat victims	☐	☐	☐	☐
Reducing the number of offenders and/or repeat offenders	☐	☐	☐	☐
Moving the problem to another area	☐	☐	☐	☐
Getting other agencies and/or stakeholders to assume responsibility for the problem	☐	☐	☐	☐
Improving the response to the problem (i.e., more comprehensive and coordinated way of dealing with the problem, providing better services to victims, or greater efficiency in dealing with the problem)	☐	☐	☐	☐
Improving citizen perceptions of the problem	☐	☐	☐	☐
Increasing the number of arrests/citations	☐	☐	☐	☐
Reducing the number of calls for service	☐	☐	☐	☐

None of the Above	☐	☐	☐	☐

Homicide

Previously Identified Goal(s)	Previously Indicated	(a) Plan to accomplish / Currently being accomplished	(b) Goal accomplished	(c) No longer intend to accomplish this goal
Eliminating the problem	X	X	☐	☐
Reducing the number of incidents	X	X	☐	☐
Increasing public trust in your agency	☐	☐	☐	☐
Reducing the seriousness of the incidents or the amount of harm	X	X	☐	☐
Reducing the number of victims and/or repeat victims	☐	☐	☐	☐
Reducing the number of offenders and/or repeat offenders	☐	☐	☐	☐
Moving the problem to another area	☐	☐	☐	☐
Getting other agencies and/or stakeholders to assume responsibility for the problem	☐	☐	☐	☐
Improving the response to the problem (i.e., more comprehensive and coordinated way of dealing with the problem, providing better services to victims, or greater efficiency in dealing with the problem)	☐	☐	☐	☐
Improving citizen perceptions of the problem	☐	☐	☐	☐
Increasing the number of arrests/citations	☐	☐	☐	☐
Reducing the number of calls for service	☐	☐	☐	☐
None of the Above	☐	☐	☐	☐

Robbery

Previously Identified Goal(s)	Previously Indicated	(a) Plan to accomplish / Currently being accomplished	(b) Goal accomplished	(c) No longer intend to accomplish this goal
Eliminating the problem	X	X	☐	☐

Reducing the number of incidents	X	X	☐	☐
Increasing public trust in your agency	☐	☐	☐	☐
Reducing the seriousness of the incidents or the amount of harm	X	X	☐	☐
Reducing the number of victims and/or repeat victims	☐	☐	☐	☐
Reducing the number of offenders and/or repeat offenders	☐	☐	☐	☐
Moving the problem to another area	☐	☐	☐	☐
Getting other agencies and/or stakeholders to assume responsibility for the problem	☐	☐	☐	☐
Improving the response to the problem (i.e., more comprehensive and coordinated way of dealing with the problem, providing better services to victims, or greater efficiency in dealing with the problem)	☐	☐	☐	☐
Improving citizen perceptions of the problem	☐	☐	☐	☐
Increasing the number of arrests/citations	☐	☐	☐	☐
Reducing the number of calls for service	☐	☐	☐	☐
None of the Above	☐	☐	☐	☐

IV. Organizational Transformation

As one of the three pillars of community policing, organizational change is integral to ensuring that your agency's management, structure, personnel, and information systems support, and ultimately help sustain and institutionalize community partnerships and proactive problem-solving efforts. These changes focus on the way that departments are organized and managed, and how the infrastructure and operations can be changed to support the philosophical shift behind community policing.

In this section, you will be asked to provide information on your agency's progress in implementing the organizational change(s) identified in your agency's CP plan. The information provided in this progress report helps to ensure that your agency satisfies the requirements for COPS funding under this program, and that the use of these funds will initiate or enhance your agency's capacity to implement community policing strategies.

6) As identified in your CP plan, what progress has your agency made in implementing internal changes to personnel management?
Please select below to indicate the current status of this activity. Agencies may identify up to 2 internal changes to personnel management that will be addressed with grant funds.)

2011ULWX0006   **CHP**

Internal changes to personnel management:	Previously Indicated	(a) Plan to implement	(b) Currently implementing	(c) Change successfully implemented	(d) No longer intend to implement this change
Flexibility in officer shift assignments to facilitate addressing specific problems	X	X	☐	☐	☐

Assignment of officers to specific neighborhoods or areas for longer periods of time to enhance customer service and facilitate more contact between police and citizens.	X	X	☐	☐	☐
Recruitment and hiring practices that reflect an orientation towards problem solving and community engagement	☐	☐	☐	☐	☐
In-service training for officers on basic and advanced community policing principles	☐	☐	☐	☐	☐
Field training officer (FTO) programs that teach and test problem solving, community engagement, and critical thinking skills	☐	☐	☐	☐	☐
Further define and clarify community policing roles and expectations for officers	☐	☐	☐	☐	☐
Personnel evaluation systems that assess officer activities, accomplishments, and performance related to problem solving and community engagement	☐	☐	☐	☐	☐
Early intervention systems that help identify officers who may be showing early signs of stress, personal problems, and questionable work conduct	☐	☐	☐	☐	☐
First-line supervisory skills to support officer problem solving and community engagement activities	☐	☐	☐	☐	☐
Career development and/or promotional processes that reinforce problem solving and community engagement	☐	☐	☐	☐	☐
None of the above	☐	☐	☐	☐	☐

7) Based on the information provided in your CP plan, what progress has your agency made in implementing the following internal changes to agency management?
Please select below to indicate the current status of this activity. Agencies may identify up to 2 internal changes to agency management that will be addressed with grant funds.)

2011ULWX0006   **CHP**

Internal changes to agency management:	Previously Indicated	(a) Plan to implement	(b) Currently implementing	(c) Change successfully implemented	(d) No longer intend to implement this change
Agency mission statement, vision, and/or goals that reflect the core values of community policing	X	X	☐	☐	☐
Agency strategic plan that outlines the goals and objectives around community policing and other departmental priorities	X	X	☐	☐	☐
Organizational performance measurement systems that include community policing metrics, and conduct annual assessments of agency performance	☐	☐	☐	☐	☐
Technology systems that provide officers, analysts, and the community better and more timely access to data and information	☐	☐	☐	☐	☐
Mediation strategies to resolve citizen complaints	☐	☐	☐	☐	☐
Collection, analysis, and use of crime data and information in support of problem solving goals	☐	☐	☐	☐	☐
Formal accreditation process	☐	☐	☐	☐	☐
System to capture and track problem solving and partnership efforts and activities	☐	☐	☐	☐	☐
Conducting an organizational assessment of community policing	☐	☐	☐	☐	☐
Level and frequency of communication with the community on crime problems and agency activities to enhance transparency	☐	☐	☐	☐	☐
Police officer ethical conduct initiative (e.g. procedural justice, values-based policing, etc.)	☐	☐	☐	☐	☐

None of the above	☐	☐	☐	☐	☐

8) Has your agency utilized any COPS Resources (e.g., On-line materials, Publications, Problem-Solving Guides, COPS-funded Training, etc.) to assist you with your community policing plan?

X Yes   ☐   No

9) Do you need any technical assistance in implementing your agency's CP Plan?

☐ Yes   X   No

10) 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.

Using a 10-point scale, where "1" means "Highly Dissatisfied" and "10" means "Highly Satisfied", please rate your overall satisfaction with this online Progress Report.

Highly Dissatisfied 1	2	3	4	5	6	7	8	9	**Highly Satisfied** 10
☐	☐	☐	☐	☐	☐	X	☐	☐	☐

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**

First Name: **Tom**

Last Name: **Hennig**

Email: **tom.hennig@stocktongov.com**

Phone Number: **2099378886**

Please type your name here in place of   **Tom Hennig**
your signature:

X **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.**