

King assinment # 3



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Running head: Community Police Organization and Selection and Development
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Community Police Organization:

Community policing is a policing philosophy that promotes and supports organizational strategies to address the causes and reduce the fear of crime and social disorder through problem-solving tactics and police-community partnerships. While adopting this new policing style the organization faces a stiff resistance from those members in higher rank who feel it as a threat to their authority. This can be overcome by involving the community, other agencies and elected officials along with the members of the department in the change process. Chicago, Madison, and Wisconsin were the earliest to adapt this through community involvement and leadership change.

Chicago's effort was a large scale one. All of these efforts by the district police were largely successful.

The following points must be adapted for this change

The department must have a strong commitment to training.

Increase the officers ability to use discretion and imagination. They should use alternative strategies.

The department must be innovative starting from chief who motivates the subordinates.

By involving the community in the change process the purpose of community policing is served and they will start showing involvement.

Further the policemen are motivated a lot to use their imagination and discretion due to their involvement with community. This increases the efficiency of police and decreases their non productive time. This will result in a new form of policing which prevents crime rather than making arrests

and giving punishments

Selection and Development

For recruitment different policies are employed. For example New York Police attract college students by offering them scholarships. Then the selection process is carried out based on the following,

Select those best suited for the department from legal point of view.

Recruitment must be based on job performance and requirement of community.

Fix a minimum standard to measure the candidates based on case law.

Issues of age, height and weight, physical agility and strength, and education have been topics of legal battles.

Subject candidates to background investigation and medical test.

Candidates must take a written examination and an oral interview.

Once selected, next is training phase at police academy which must include Department's mission, ethics and officers day to day work.

Subject areas must include laws of arrest, patrol techniques, domestic violence, investigations, cultural diversity, and ethics.

After successful completion at academy rookie officer undergoes field probation under a training officer who acts as mentor. Then they are on their own

Career path may include,

Training to remain current with the changes in the law.

Specialized training to prepare for specific jobs in the department.

Supervisory training in preparation for management training and promotion for interested candidates

Campus Community Police offer equal opportunities to all qualified

candidates and involve community in police.

References

Roberg, Roy, Novak, Kenneth, & Cordner, Gary.(2005)" Police and Society".
North Carolina: Roxbury Publishing Company