



Mayor's Goal 1: "Philadelphia becomes one of the safest cities in America"

Topic: Philadelphia Police Department

Key Presenters: Commissioner Charles H. Ramsey
Executive Team Members

Date: November 2nd, 2015

Philadelphia Police Department Strategic Plan – Executive Summary

Police Commissioner Charles H. Ramsey set the strategic vision and plan for the Philadelphia Police Department in 2008; the Plan centered around three focus areas and was guided by four guiding principles.

Guiding Principles:

- ✓ **Continuous improvement**
- ✓ **Prevention**
- ✓ **Smart policing**
- ✓ **Collaboration**

Police Services

- Preventing Crime and Disorder
- Responding to Calls for Service
- Investigating Crime
- Resolving Disorder

Public Safety Infrastructure

- Leveraging Technology
- Improving Facilities

Employee Development (Civilian & Sworn)

- Attracting Top Talent
- Offering Enhanced Training
- Improving Quality of Service
- Creating a Values-based Culture and Organization

Instilling values and changing mindsets and behaviors

Executive Summary, cont.

Major Accomplishments for the three focus areas of the Plan:

• Police Services

- Community and Neighborhood-Based Policing
- Increased Public Transparency
- Crime Reductions
- Enhanced Youth Programs

• Employee Development

- Enhanced Training
- Updated Policies
- Vigorously Addressed Officer Involved Shootings
- Started Tuition Reimbursement
- Augmented Qualifications

• Infrastructure

- Technology Advancements
- New Facilities

Philadelphia Police Department recently won accreditation from PLEAC, the Pennsylvania Law Enforcement Accreditation Commission. It is the largest municipal police department to earn accreditation in the state and one of the largest in the country



Who We Are

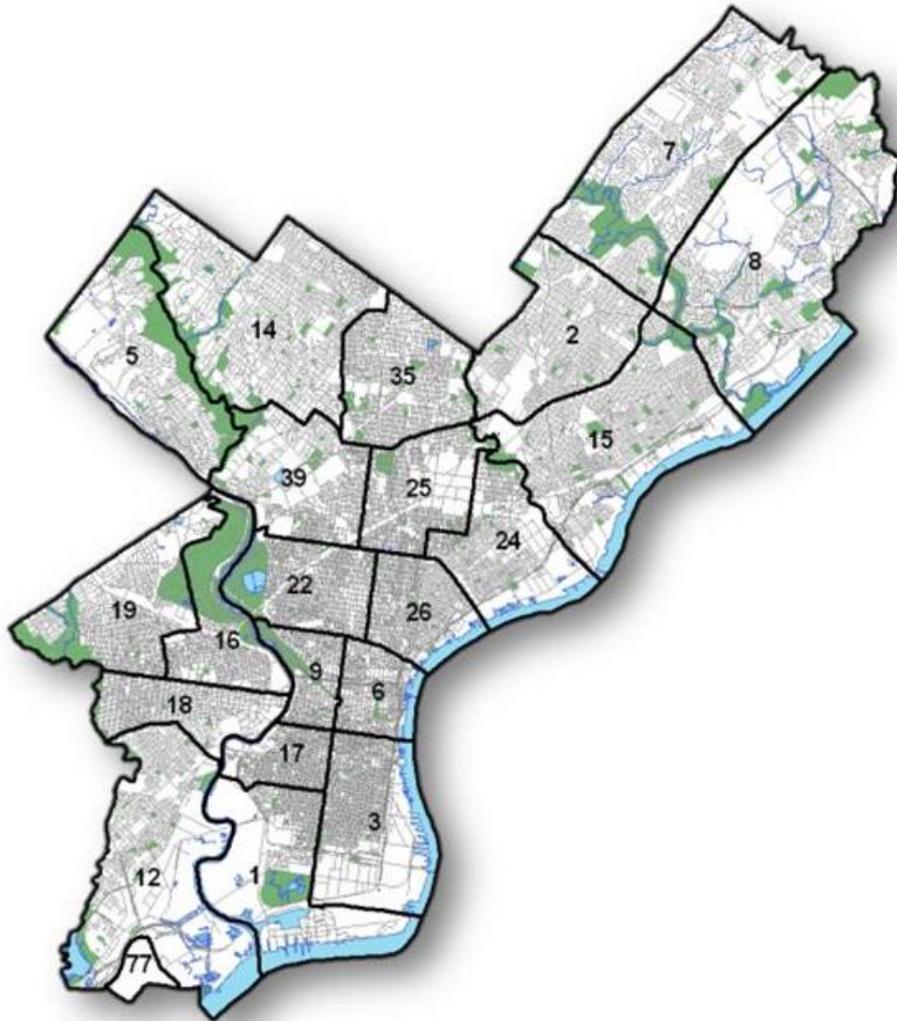
- Mission
- Scope of Services
- Budget

MISSION:

To be the model of excellence in policing by working in partnership with the community and others to:

- Fight crime and the fear of crime, including terrorism;
- Enforce laws while safeguarding the constitutional rights of all people;
- Provide quality service to all of our residents and visitors; and
- Create a work environment in which we recruit, train, and develop an exceptional team of employees.





Philadelphia Police fulfills its mission through:

*The service of **6,400 sworn and 800 civilian personnel***

21 Police Districts and 6 Divisions

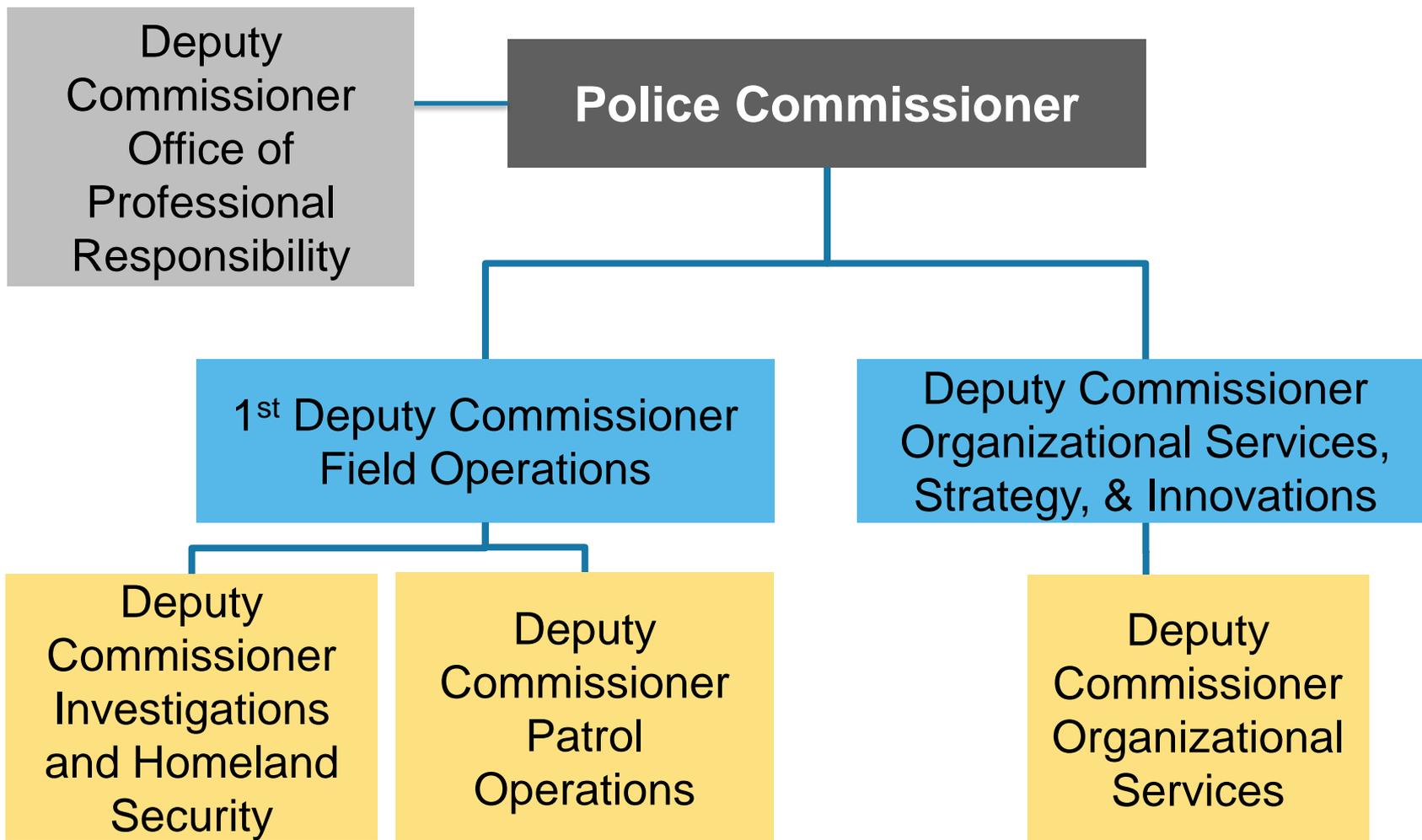
55 Locations

1,600 Vehicles

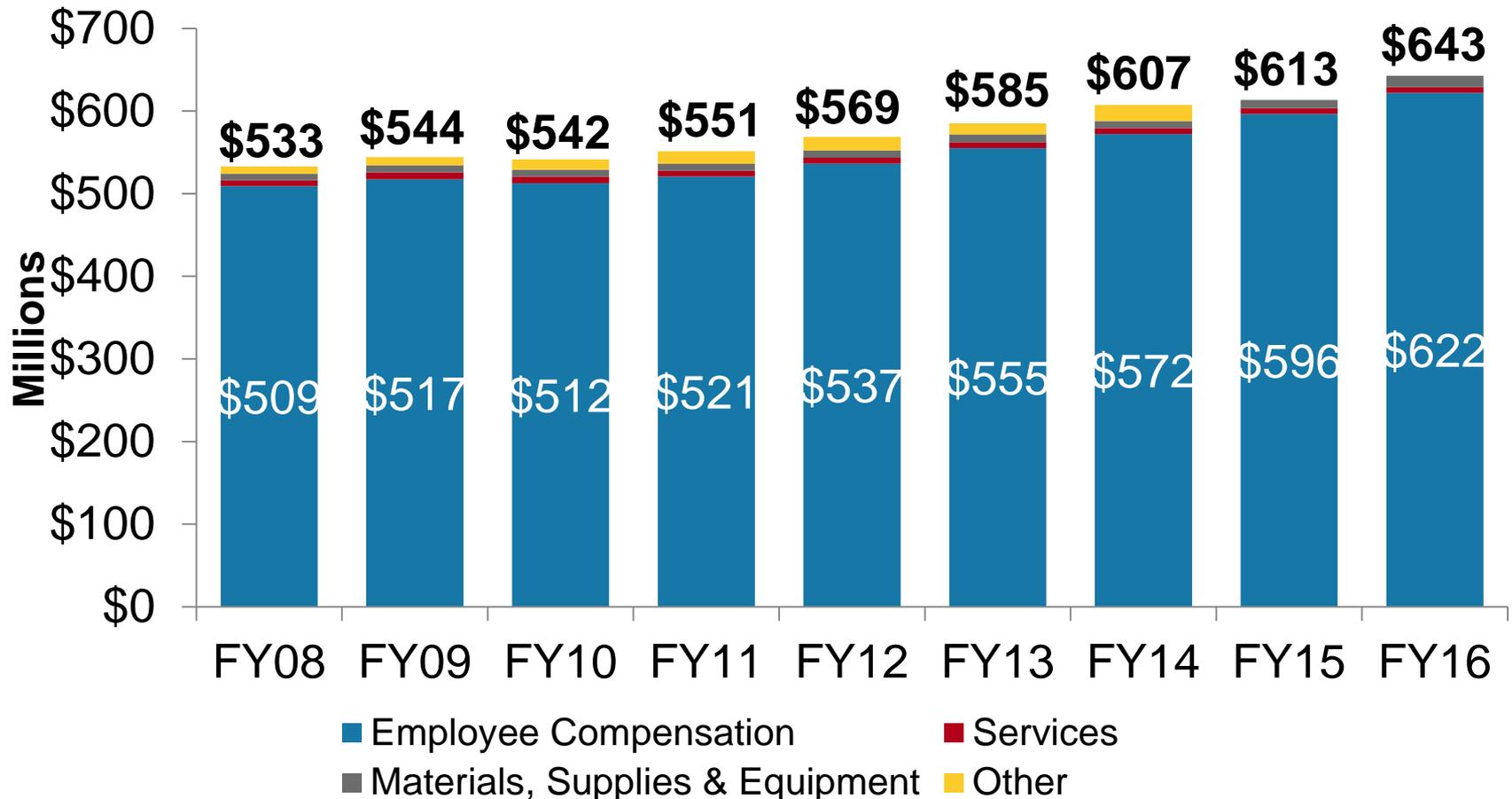
Hundreds of Community and Business Partnerships

The Philadelphia Police Department operates with the values of Honor, Service, and Integrity

Organizational Chart



Operating Budget



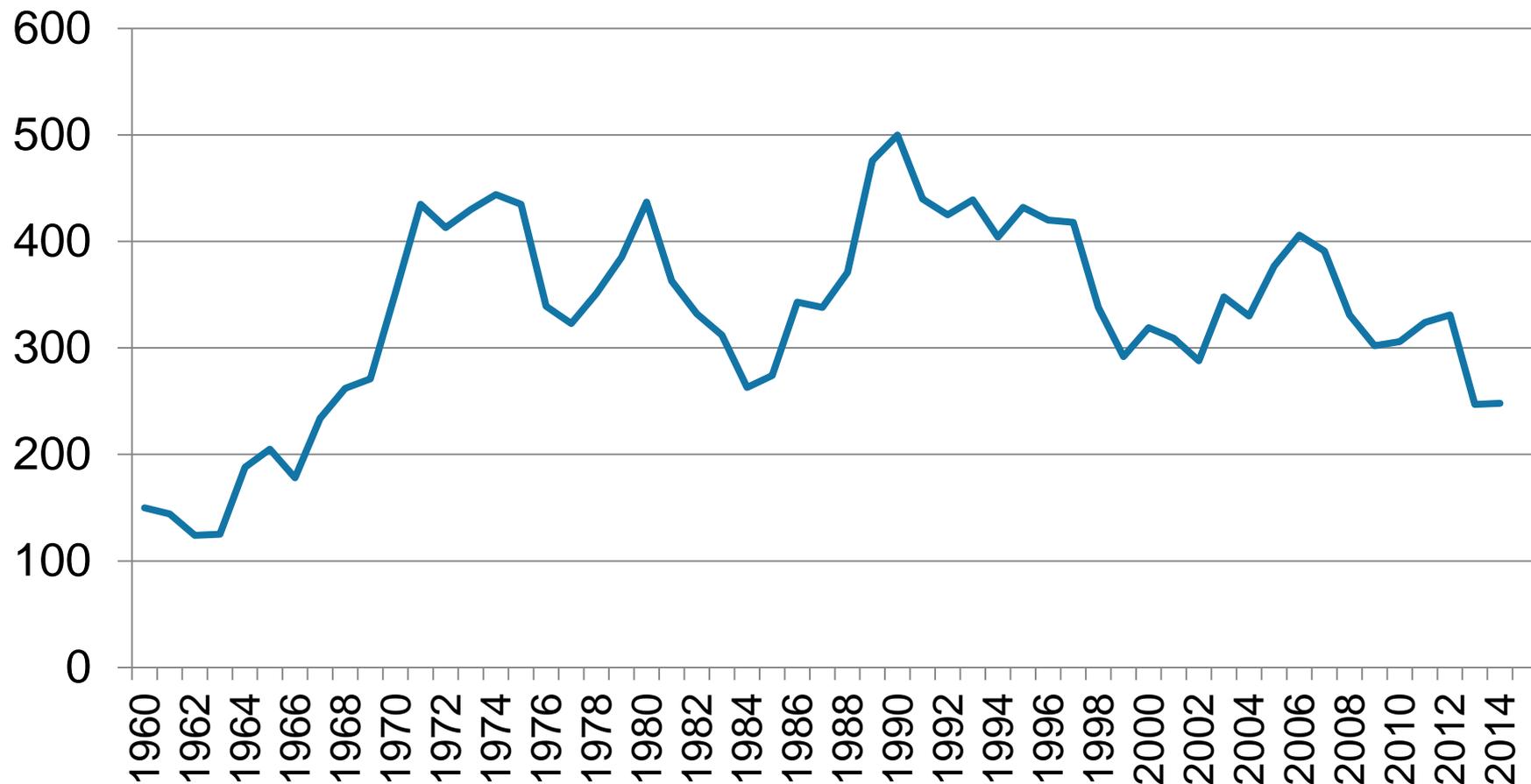
Major costs including fleet, facilities and IT are not reflected in the operating budget



What We Do

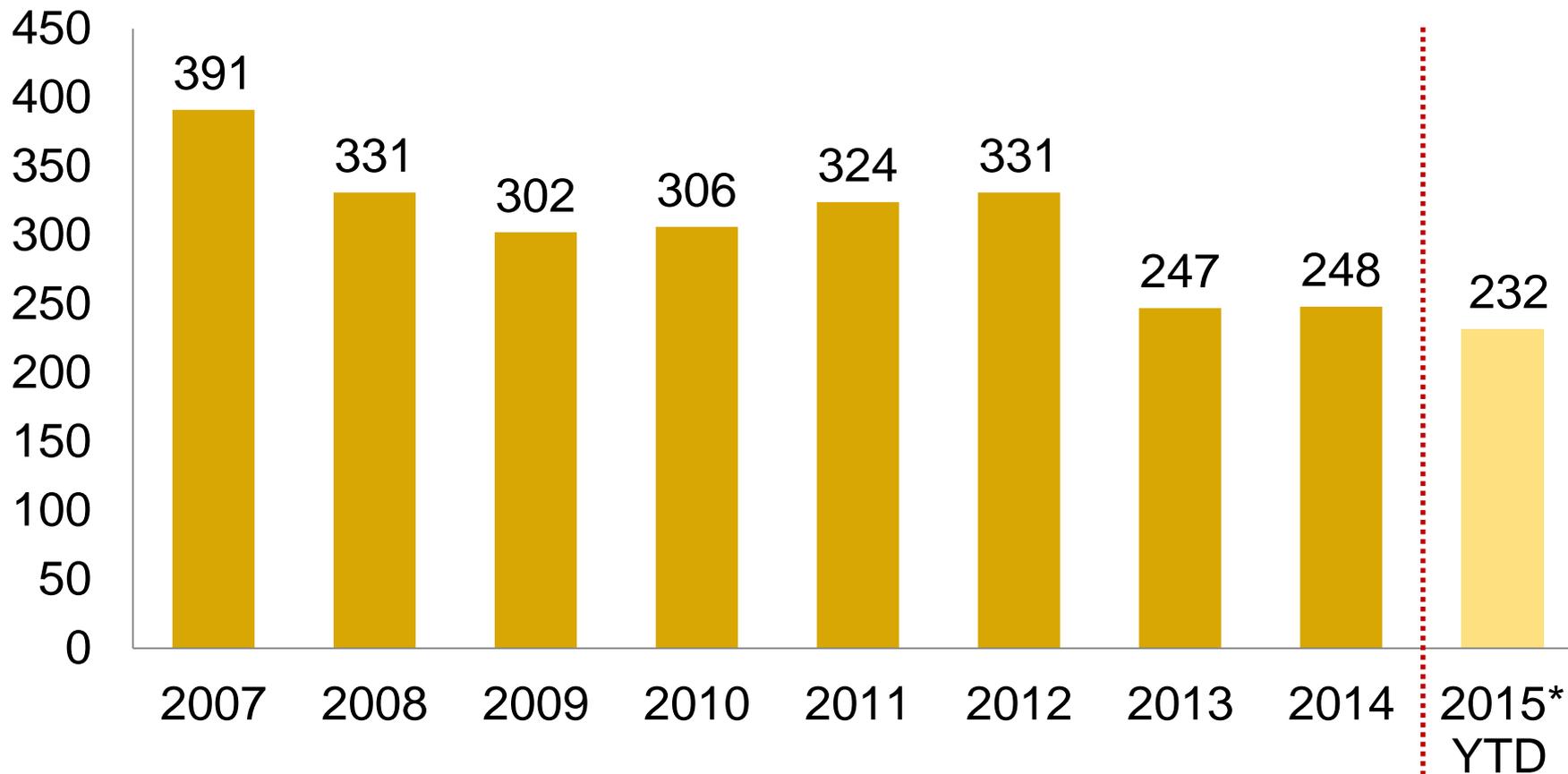
- Performance Measures
- Key Challenges

Total Homicides in Philadelphia: 1960 to 2014



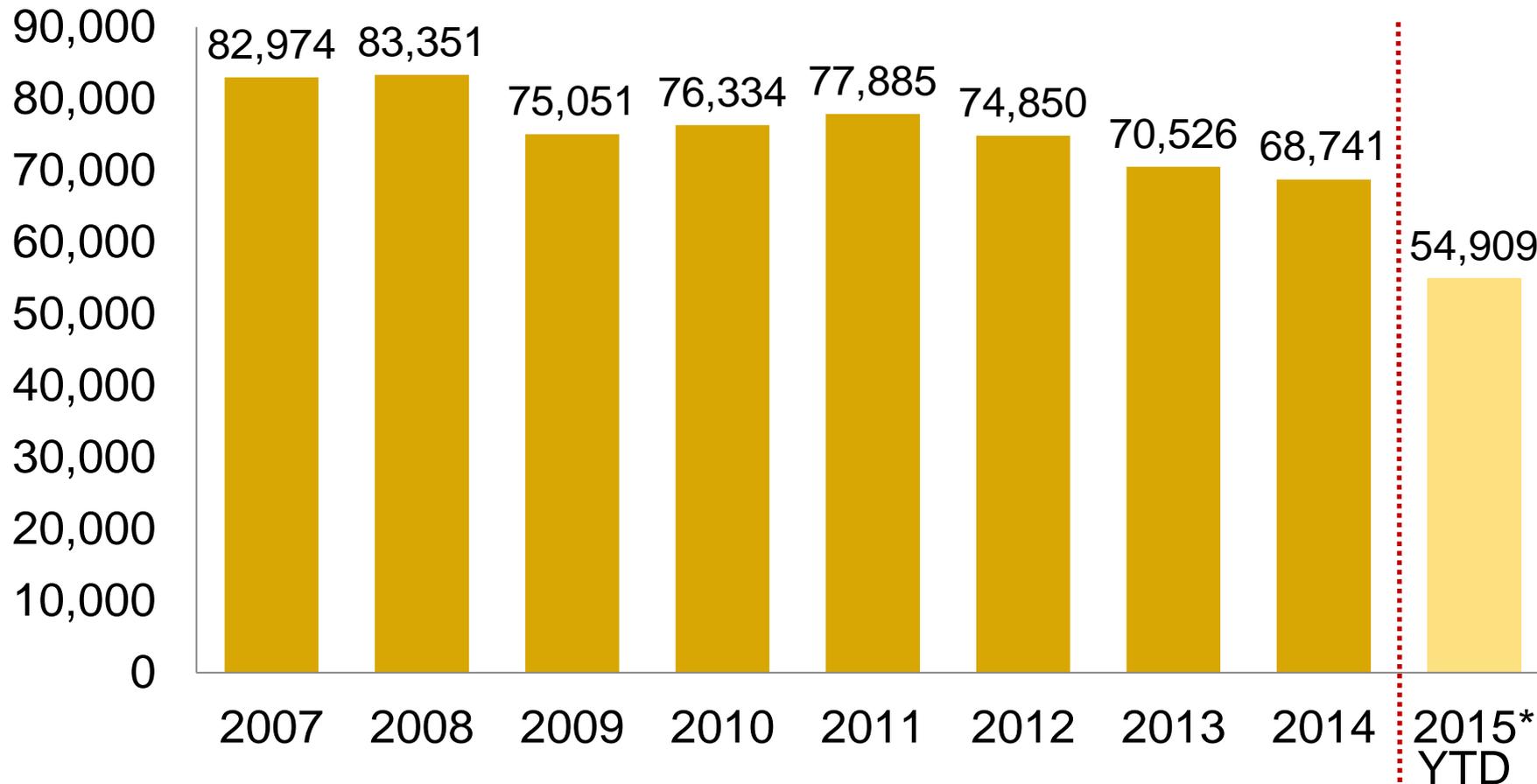
Homicides continue to decline from their peak in the early 90s

Performance Measure 1: Homicides



Homicides have declined over 37% over the past eight years and is at the 2nd lowest level since 1967

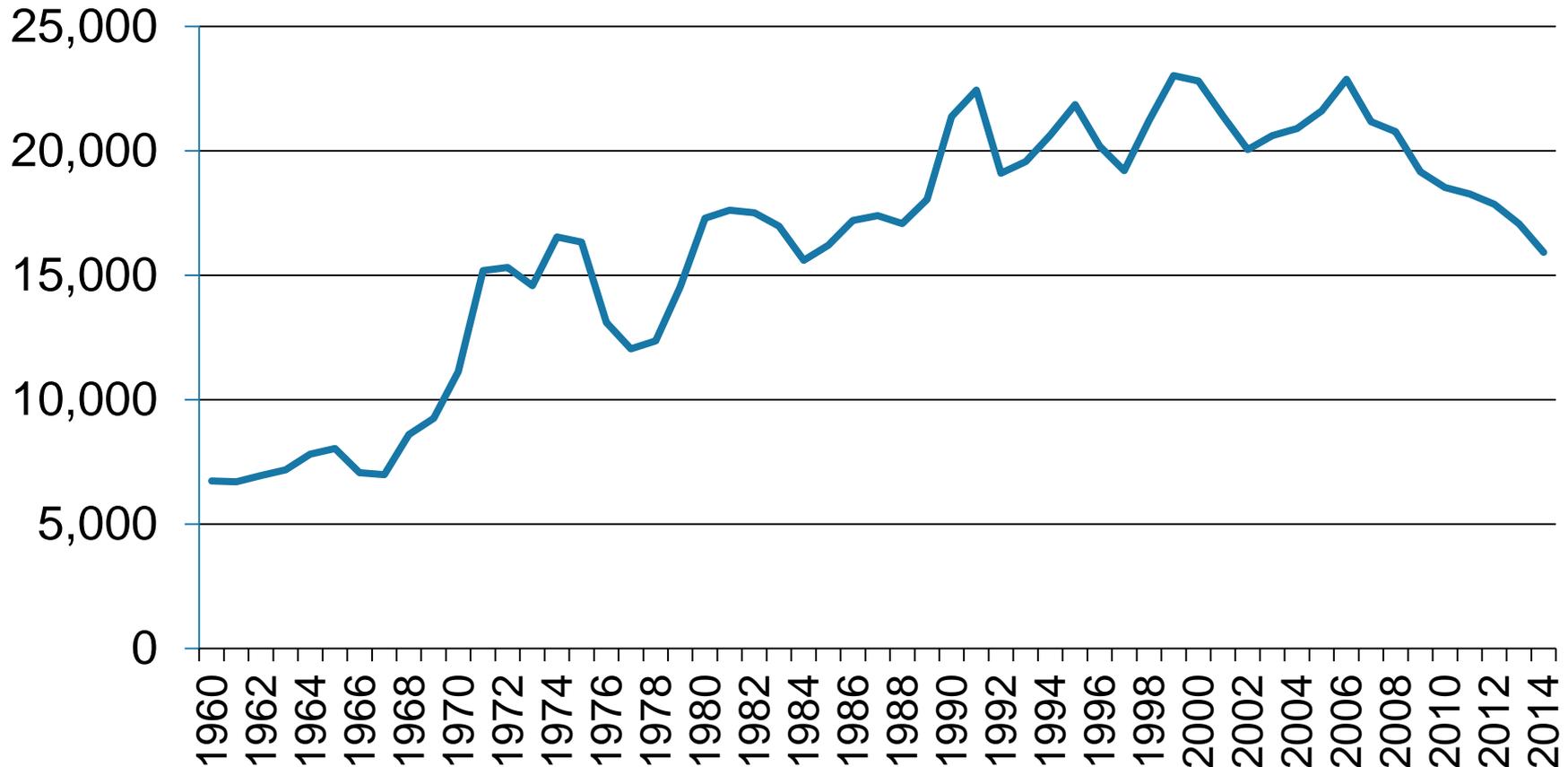
Part I Crimes[^]



There were 17% fewer Part I crimes in 2014 compared to 2007

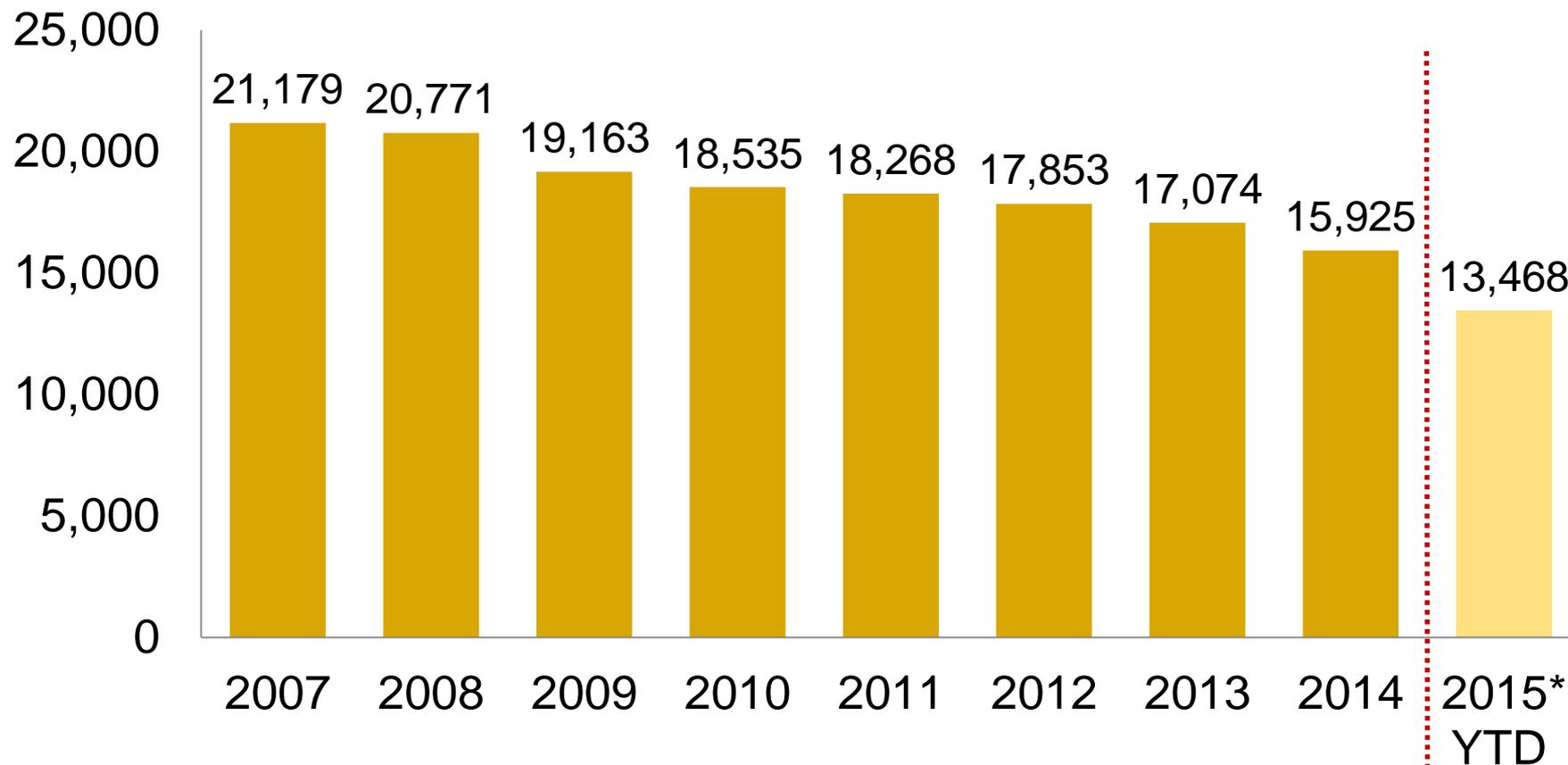
[^]Part 1 Crimes consist of two categories: violent (aggravated assault, forcible rape, murder, and robbery) and property (burglary, larceny-theft, and motor vehicle theft); in 2014, the definition of rape was changed *Data through October 31, 2015

Total Violent Crime in Philadelphia: 1960 to 2014



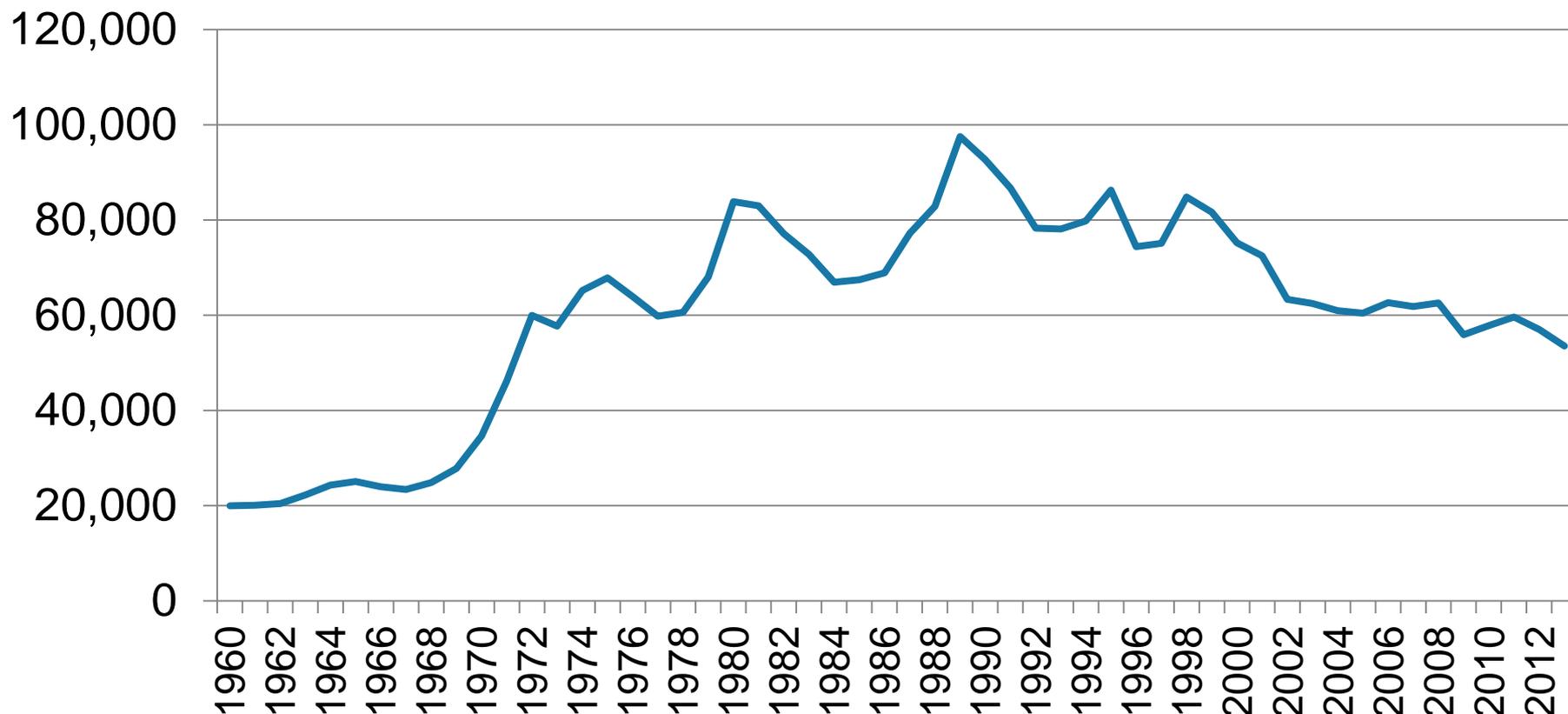
Violent crimes continue to decline

Performance Measure 2: Part 1 Violent Crimes[^]



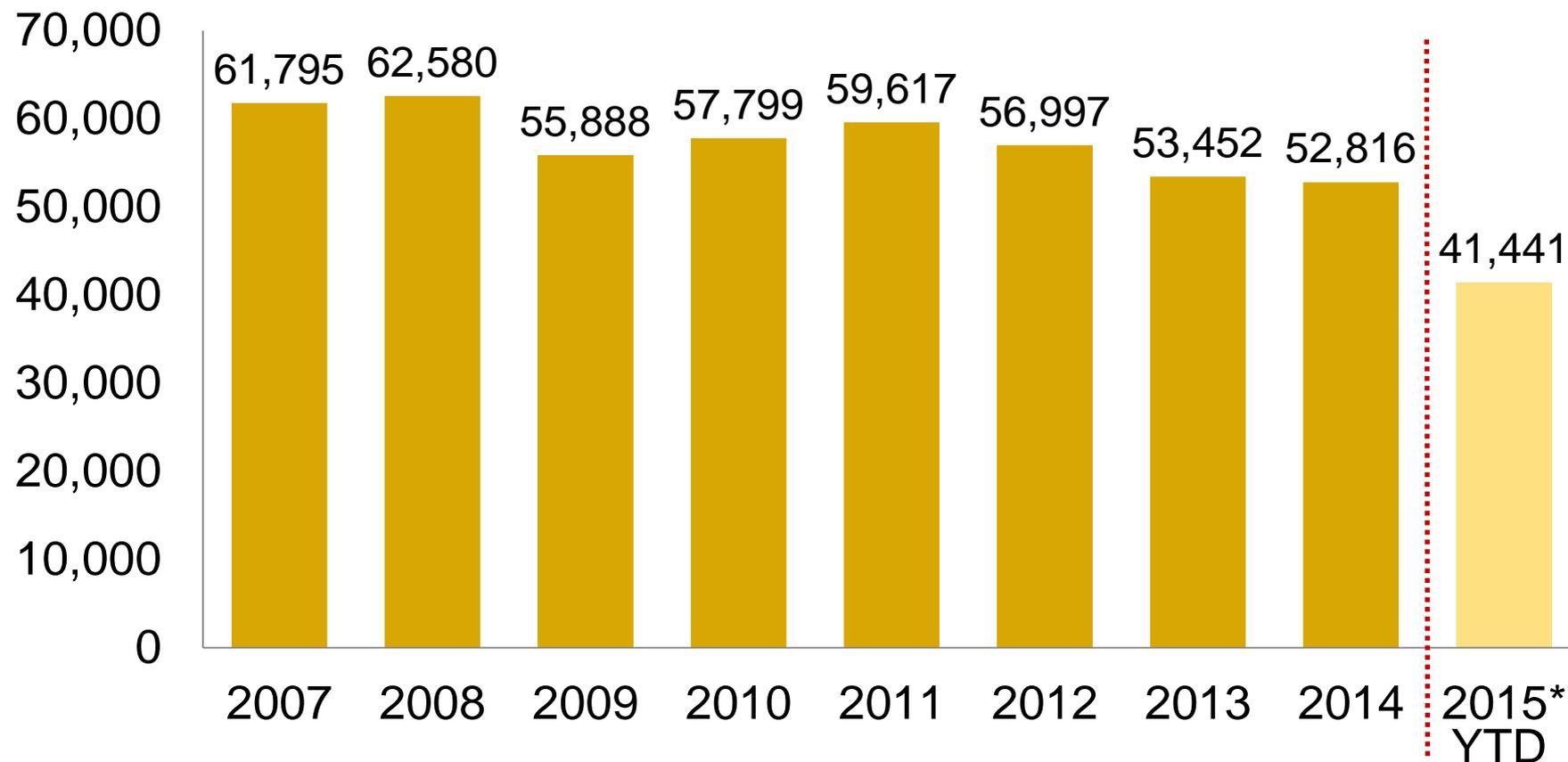
Violent crimes have gone down 25% between 2007 and 2014

Total Property Crime in Philadelphia: 1960 to 2014



There has been a significant reduction in property crime over the past 25 years

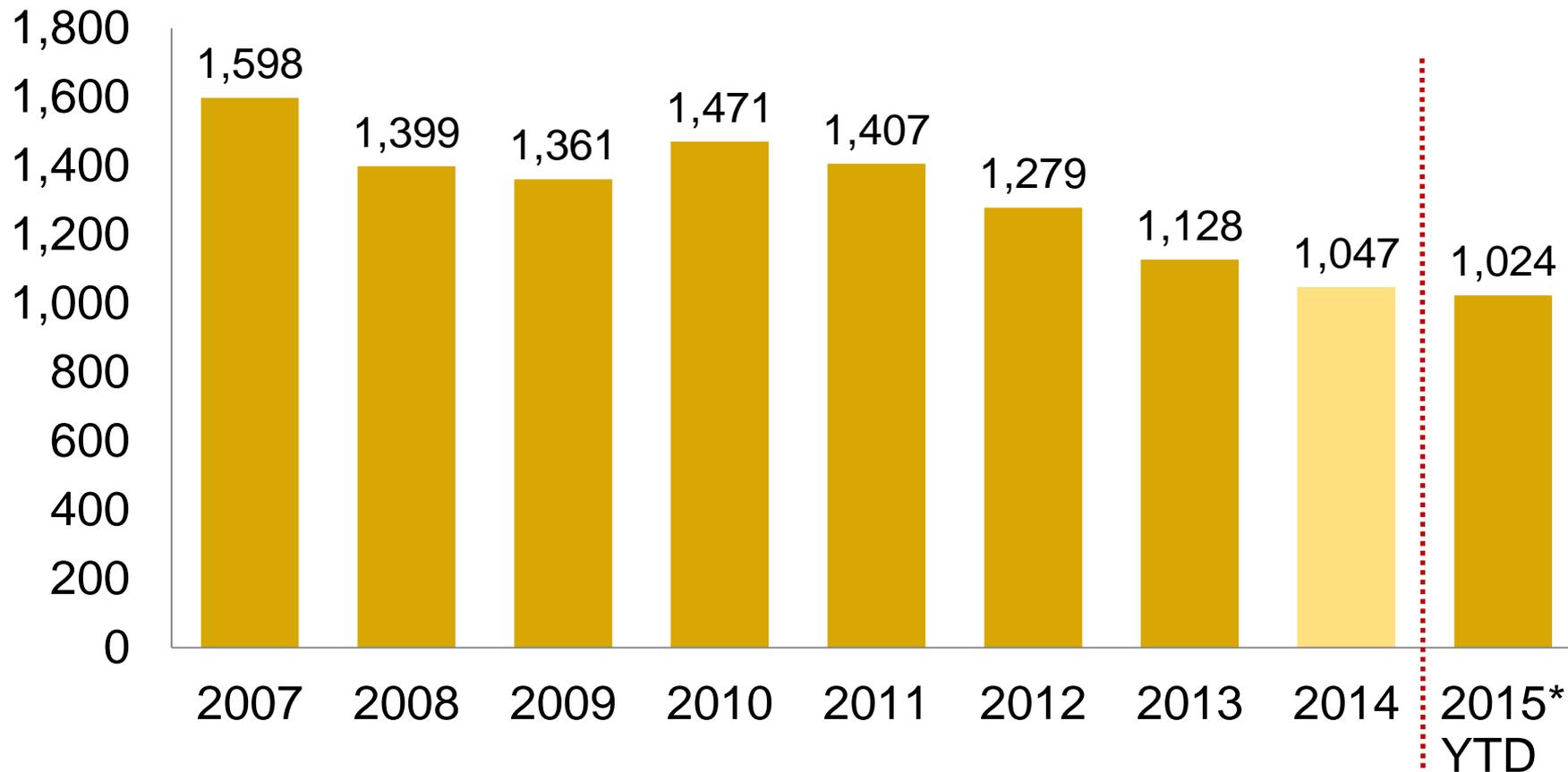
Performance Measure 3: Part 1 Property Crimes[^]



Property crimes have gone down 15% between 2007 and 2014

[^]Part 1 property crimes are burglary, larceny-theft, and motor vehicle theft; *Data through October 31, 2015

Performance Measure 4: Shooting Victims



The last three years have seen a dramatic reduction in shooting victims

Example of how we achieved success:

Strategy: Establish PSAs and neighborhood-based policing

Example of the Police Service Area Model

Example of a PSA map:

- 26th district subdivided into 3 PSAs
- 26th district officers assigned to one of the 3 PSAs



Benefits of the PSA model:

Consistently working as a team in the same area enables City agencies to:

- Build relationships with the community
- Deliver targeted services to address neighborhood needs
- Take sense of ownership for resolving and preventing crime and disorder issues in their PSA

Targeted strategy is to assign a team of officers and supervisors to specific geographical areas where they build partnerships with the community

Strengths



***Dedicated,
experienced
workforce:***

*Given the average
tenure for a police
officer is 15 years,
there is a continual
focus on training our
sworn and civilian
employees*



***Strong
partnerships and
ties to the
community:***

*Hundreds of
partnerships and
relationships built
throughout the City*



***Data and research
driven:***

*Dedicated team
collecting and
analyzing crime data
to efficiently allocate
resources*

Key Challenges



Old police district buildings:

In the process of working with Department of Public Property, City Council and other agencies to create a master facilities plan



Hiring:

The competition for available positions is tight in the Northeast corridors; continue to look for ways to streamline the hiring process without sacrificing quality



Old IT infrastructure:

Aging systems impact the department's ability to provide the information needed by officers in the field



What's on the Horizon

- Initiatives

Initiatives include:

- **Reducing Crime:**
 - *Utilizing foot beats and other focused resources in high crime areas*
 - *Data-Driven strategies and tactics*
- **Increasing Public Trust:**
 - *Increased transparency*
 - *Officer incident information and directives on website*
 - *Open data*
 - *Developing positive relationships between police and youth*
 - *Body-worn cameras*
- **Implementing Collaborative Reforms & 21st Century Taskforce Recommendations:**
 - *Use of force*
 - *Training*
 - *Investigations*
 - *Formed a partnership with the National Constitution Center for training focused on policing in a democratic society*



Recap

Major progress has been made towards the strategic plan

Guiding Principles:

- ✓ **Continuous improvement**
- ✓ **Prevention**
- ✓ **Smart policing**
- ✓ **Collaboration**

Police Services

- Achieved accreditation
- In process of implementing body worn cameras
- Homicides at the lowest levels since 1967
- Part 1 Crimes down almost 20%

Public Safety Infrastructure

- Improving technology
- Improving facilities
- New vehicles

Employee Development (Civilian & Sworn)

- Constantly recruiting to fill vacancies
- Enhanced training
- Data acceptance and usage

Instilling values and changing mindsets and behaviors

Additional Public Resources

- <http://www.phillypolice.com>
- <http://twitter.com/phillypolice>
- <https://www.facebook.com/Phillypolice>
- <https://instagram.com/phillypolice/>



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