

4 February 2010

**MEMORANDUM**

**TO: All Police Department Personnel**

**FROM: Tom Bergamine, Chief of Police**



**SUBJECT: Vision for 2010**

Before I cover the "Vision for 2010", I want to thank all of you for the hard work, dedication and professionalism for our successes in 2009. As you recall, the 2009 Vision was to move forward to improve upon the community policing concept by developing innovative approaches. Our established goals were:

- 1) Community Involvement
- 2) Recruitment
- 3) Continued Education/Development of Employees

I feel that the vision and goals were met in 2009 as we had some excellent accomplishments, to include:

- Community Wellness Plan: Using our mission, values and goals, the strategic plan is designed to maximize the efficiency and effectiveness of the organization to reduce crime and improve the quality of life in our city.
- "B" Street Initiative: A multi-facet approach in partnership with public and private resources, which was designed to reduce crime, reduce calls for service, and improve the quality of life. We worked closely with the community to build trust and provide the tools needed to keep the neighborhood safe and secure.
- Reduction of Violent Crimes by 17.5%: This was a great accomplishment. Through your hard work, we partnered with area law enforcement, members of the criminal justice system, and the community utilizing sound policing practices and effective prosecution for those arrested. In addition, we had the lowest crime index rate in ten years, and the second lowest index rate since 1992!

Other accomplishments include:

- Bicycle patrols
- Youth Mentoring through: G.R.E.A.T. Program, Badges for Baseball, and Great Oak Youth Development Center
- Monthly Community Forums
- Cross-training, career development, job rotation
- Community Watch Expansion
- Community partnerships through gang awareness presentations, traffic safety presentations at Fort Bragg, Operation ID, National Night Out, Citizens Police Academy, Youth Academy, Judge's Day at the Range, Drug Court, Crisis Intervention, Domestic Violence Liaisons, Operation Ceasefire Program and Movie Nights

Although we accomplished many things in 2009, there is still much to do. We will continue to face challenges due to the current economic situation and anticipated growth. I have established the following goals for 2010:

- 1) **Increased Community Education and Involvement:** Our roadmap to success is our Community Wellness Plan. We need to continue on this course and improve the system of educating the public.  
Some actions we can take:
  - o Completion and implementation of a Community Crime Council
  - o Police/Community Watch leaders partnering with local clergy within neighborhoods
- 2) **Crime Prevention:** We continue to be plagued by property crimes within our city.  
Some actions we can take:
  - o Joint crime prevention efforts with Fort Bragg, Spring Lake, Hope Mills, Cumberland County Sheriff's Office and Hoke County
  - o Increased neighborhood walkdowns as demonstrated by those conducted within Hollywood Heights and Southgate communities
- 3) **Recruitment/Retention:** We have developed innovative strategies in our recruitment process. Simply put, our 2010 goal is to fully staff our sworn and non-sworn vacancies and retain our qualified employees.
- 4) **Operational Efficiency:** One of our successes was this year's Holiday Special. In order to improve initiatives, we need to address times of the year when crime increases, so that we can utilize the same strategy.  
Some actions we can take:
  - o SMART (Summer Mobile Analysis Response Team) Unit
  - o Repeat Offenders, we must focus on the career criminals who continue to have a negative impact on our community

One last thing: I am very proud of you and the work you have accomplished. You are an excellent police department. We will continue to take the high road approach in all of our endeavors. Keep up the good work.

Cc: Assistant Chiefs  
Tiffanie Sneed, Police Attorney  
Lieutenant Christopher Davis, Chief's Staff Unit