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INTRODUCTION

ISSUES FACING  
TACOMA AND  
THE TACOMA  
POLICE  
DEPARTMENT

STRATEGIES AS  
CHIEF OF  
POLICE

VIOLENT CRIME - WEED

COMMUNITY RELATIONSHIPS - SEED

ORGANIZATIONAL HEALTH - FEED

*“Leadership is not about titles, positions or flowcharts. It is about one life influencing another.”*

JOHN MAXWELL

# Trifurcated Strategy

## Near Term- Hot Spot Policing

1. Problem oriented policing strategy
2. Short term focus on micro locations
3. Prioritizing street-level deterrence
4. Arresting repeat offenders

VIOLENT CRIME COMPREHENSIVE CRIME STRATEGIES

WEED, SEED, FEED

## Mid-Term Strategy

### Place Network Investigations (PNI)

1. Crime is concentrated among a relatively small number of offenders, victims, and places
2. A small number of places account for most crime in any city
3. Law enforcement strategies that target criminal networks can reduce crime
4. Criminogenic places are networked

WEED & FEED

# Longer-Term Strategies

Focused Deterrence strategies save lives

The goal is to change behavior through a combination of deterrence, incapacitation, community involvement, and alternatives to violence

Divergent Programs

WEED & FEED



Are we legitimate?







AMPLIFYING TRUST



# Morale

1. Listen - provides a voice
2. Learn - how they think (what's important to them)
3. Lead(s) - to buy-in

ORGANIZATIONAL HEALTH  
FEED

*“If you are going to achieve excellence in big things, you develop the habit in little matters.”*

COLIN POWELL



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Questions?