



## Legislation Text

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**File #:** R-1718-92, **Version:** 2

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**RESOLUTION R-1718-92:** A RESOLUTION OF THE COUNCIL OF THE CITY OF NORMAN, OKLAHOMA, APPROPRIATING \$15,000 FROM STATE SEIZURE ACCOUNT TO FUND EXECUTIVE LEADERSHIP TRAINING AND DEVELOPMENT.

**BACKGROUND:** The policing profession is constantly changing and seeking to improve how policing services are provided to citizens. A goal of the Norman Police Department is to ensure supervisors receive training that addresses the changes that are taking place in the field of law enforcement. New technologies and privacy issues, the implications of cybercrime, and constantly evolving terror threats represent new and difficult challenges for police that did not exist a generation ago. Communities also expect more from their police departments in terms of procedural justice, increased accountability and transparency, appropriate use of force and racial reconciliation. Plus, today's recruits differ in significant ways from previous generations. Police executives must find new ways to address these issues and deliver a wider scope of services, often with fewer resources. The very nature of leadership in policing is changing. This items seeks appropriation of available funding to provide executive leadership training.

**DISCUSSION:** The programs that command staff will attend provide intensive training in the latest management concepts and practices used in law enforcement and local government. The trainings also include discussions of the most challenging issues facing law enforcement today. Executive leadership training presented by the staff of Senior Management Institute of Policing and the Harvard Kennedy School prepare attendees to address the current and future challenges in policing. Command staff members are expected to attend at least one executive level training as part of career development.

The programs also focus on leadership and executive development. The curriculum is much more conceptual than technical and requires participants to think in broad terms about their agencies' environment and operations. Readings and class discussions stimulate critical thinking and problem-solving.

Participants emerge with an understanding of advanced management practices and effective leadership. They also develop an enhanced awareness of the management methods and resources necessary for fulfilling current or future responsibilities. By sharing individual management experiences and exchanging ideas during group discussions, participants gain confidence in their managerial abilities and develop sources of consultation, advice and support that will endure well beyond the course.

These programs require extensive reading with classroom discussion of the issues presented in the readings. Participants are encouraged to apply the concepts and issues presented within their own organizations. Because of the program's intensity and daily group study, all participants are required to reside on campus for the program's duration, except weekends.

Both programs are very demanding, fast-paced, reading-intensive that requires considerable commitment and hard work in class and after class through independent and group study assignments. Each day, participants will be called upon in class to offer their perspective on the issues presented in the assigned cases and readings. A lack of preparedness will result not only in diminished success of the individual, but it can also impact the progress of the entire class. Keeping up with assignments and teamwork are essential.

Although this appropriation has been originally submitted through the annual budget process, due to varying application dates staff is now requesting that funding be appropriated from the state seizure fund to continue to send at least two upper level command staff members to this annual training program.

**RECOMMENDATION:** It is recommended that \$15,000 be appropriated from the State Seizure Fund Balance account, (025-0000-253.20-00), to the State Seizure/Workshops & Seminars expenditure account, (025-6035-421.46-04).