

Program Narrative

The City of Lowell is the 4th largest city in the Commonwealth of Massachusetts, with over 108,000 residents. Lowell is a very diverse community; it has been estimated that nearly one-third of residents have emigrated from a variety of countries including Cambodia, Brazil, Portugal, and several African nations. The Lowell Police Department (LPD) currently consists of 245 sworn full-time officers who are responsible for patrolling 14.5 square miles. Additionally, 106 full and part-time civilian staff members support operations in various capacities including: dispatch, records management, community outreach, grant and fiscal management, research and development, crime analysis, management information systems.

Since the mid-1990's, the LPD has been considered a leader in community policing. In fact, the LPD is part of the Advancing 21st Century Policing Initiative, which is a small cohort of law enforcement agencies from across the nation that have made significant strides in implementing the recommendations of the President's Task Force on 21st Century Policing. Civilian staff members have been integral in allowing the department to implement evidence-based, problem-oriented policing strategies, by allowing the department to deploy more sworn officers in patrol and investigative services. Over the years, these civilian staff members have become instrumental members of this organization, with departmental expertise that assists the LPD in achieving its overall goal of making Lowell the safest city possible for those who live, work and visit the City. The LPD currently maintains numerous critical civilian staff members completely with state and federal grant funding. Since 2008, the City of Lowell, like many cities nationwide, has been struggling financially. While the City budget stabilized in recent years, a state level budget crisis led to a reduction in local aid. Most City departments had to cut spending in various areas to avoid staff layoffs. As a result, there is limited room for civilian personnel in the LPD budget. With the City still experiencing financial strain, the LPD will utilize this grant funding to support the partial salaries of two employees, one from the Crime Analysis and Intelligence Unit and one from the Research and Development Unit.

In addition to retaining civilian staff members, a portion of funding will be utilized for travel to training opportunities. The LPD feels it is important to support professional development throughout its staff, as this will lead to better equipped, more productive employees. The LPD also has a limited budget for supplies, which has been cut further in the Fiscal Year 2017 budget; therefore, a small portion of funds will be utilized to purchase necessary office supplies for grant funded staff.

Research Analyst (Research and Development Unit)

The Research Analyst works on all of the LPD's grant-funded programs. He will collect data and conduct analysis to ensure that all evidence-based programs are meeting stated goals and objectives. He is also responsible for analyzing the criminal justice and evidence-based programs

within the Department and researches other evidence-based programs that could be implemented in the future. The Research Analyst will also be responsible for collecting data for this solicitation's performance measures and report quarterly accountability metrics through the BJA's Performance Management Tool.

Crime Analyst (Crime Analysis and Intelligence Unit)

The LPD will also fund a portion of a Crime Analyst's salary. She reviews, collates, analyzes and disseminates key information in support of the LPD's operational, administrative and investigative efforts. The Analyst participates in the department's bi-weekly Compstat meetings. She also creates crime bulletins relating to repeat offenders, active investigations, and officer safety information and disseminates them throughout the department. The Crime Analyst is essential to the LPD's overall mission as her work assists the department to effectively deploy officers to hot spot locations and ensures that the LPD is implementing data-driven approaches to proactively prevent crime.

Travel

The LPD will utilize funding for staff training, which will include travel costs. The department will identify trainings that will benefit employees by assisting them in developing vital skills for their position. Trainings may include both national and local trainings and conferences. Some of the potential training opportunities and conferences include those hosted by the International Association of Chiefs of Police (IACP), the International Association of Crime Analysts (IACA) and the Police Executive Research Forum (PERF).

Supplies

A small portion of funding will be utilized to purchase office supplies for grant-funded staff, including toner, pens, paper and folders. The supplies will be used by the Research and Development Unit and Crime Analysis and Intelligence Unit staff members to print reports, crime maps and other important documents.

Administrative Costs: Research Analyst (Research and Development Unit)

A portion of funding will be utilized to offset administrative costs incurred related to the management of the grant. Specifically, the Research Analyst will dedicate time to tracking and analyzing data to be used in programmatic reports, completing BJA reports, submitting required documentation and responding to requests from BJA. The Research Analyst will also identify and research training opportunities for LPD staff to be funded by this grant.