

IRENE -

POLICE MISCONDUCT
... YOU REQUESTED

Joe



Jose Cerda III

03/11/99 11:47:03 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP
cc: See the distribution list at the bottom of this message
Subject: Draft Paper & Miscellany

BR/EK:

Attached please find a draft 2-pager on the announcement and some q&a for review.



INTEGRIT INTEGRIT.Q

Also, here are a couple of points to contemplate in the morning.

1. On the RCPIs. Technically, we have 30 RCPIs, but 5 are in some sort of probationary status and may not get funding next year if they don't improve their performance. Based on that, do want to say 25 or 30 in our paper and speech. I don't think DOJ feels strongly, but we should be consistent.

2. On civil rights enforcement. Ricki and DOJ thought it was important to add language on how DOJ has prosecuted some 300 cops to date. I told her that I don't agree, but that Chuck and others may feel differently in the morning. I imagine this may come up in the brief. Below is some language she suggested.

"Since 1993, the Justice Department has criminally prosecuted more than 300 law enforcement officers who have engaged in misconduct -- resulting in over 200 convictions. In addition, using the authority given to them under the 1994 Crime Act, the Department has begun investigating the patterns and practices of a handful of law enforcement agencies across the country, which may lead to changes in the way police departments operate -- so the problems of the past are not the problems of the future."

3. On the CBC. BR: I connected w/Broderick as you suggested about a meeting next week, and he informed me that: (1) several members had already been invited and were attending the radio address; and (2) the proposed meeting may be taking place tomorrow after the radio address. Broderick may have it wrong, but you may want to confirm at senior staff.

4. On press. I'm a bit concerned about what may have been communicated to the groups about press. I told my guys we weren't expecting them to go out to the stakeout, and that we didn't want any of the guests scooping the President on this important topic. However, Hugh Price's office called me about arranging for camera coverage, organizing a stakeout, and generally maximizing press coverage. I told them that we could not break the radio address embargo, so meeting participants would probably need to settle for embargoed statements until tomorrow -- but that Hugh and Chuck should have had a conversation about this...go figure? Also, Nechis has been eager to get our paper and pitch this to the nets. Do we want someone like Eric on camera? Or do we want the President's words to speak for themselves? And, are

we pitching meeting participants for the shows?

5. Boston factoid. BR: I sent you and Jordan an article that, I believe, pretty much confirms that complains are down in Boston. I couldn't get actual numbers though.

Jose'

Message Copied To:

Laura Emmett/WHO/EOP
Cathy R. Mays/OPD/EOP
Leanne A. Shimabukuro/OPD/EOP
Irene Bueno/OPD/EOP
Jordan Tamagni/WHO/EOP

RADIO ADDRESS TAPING INVITEES

Friday, March 12, 1999

(Police Misconduct)

Law Enforcement (6):

Bob Scully, National Association of Police Officers
Arthur Reddy, International Union of Police Associations
Dan Rosenblatt, International Association of Chiefs of Police
Chief Wesley Mitchell, National Organization of Black Law Enforcement Executives
Chief John Farrell, Prince Georges County, International Association of Chiefs of Police, Police Executive Research Forum
Mark Spurrier, Major Cities Chiefs, Mid-Atlantic Community Policing Institute

Civil Rights Advocates (6):

Hugh Price, National Urban League
Kwesi Mfume, NAACP
Raul Yzaguirre, National Council of La Raza
Karen Narasaki, National Asian Pacific American Legal Consortium
Wade Henderson, Leadership Conference
Yvonne Scruggs, National Black Leadership Forum

Department of Justice (3):

Eric Holder
Ray Fisher
Bill Lan Lee

Strengthening Police Integrity

March 13, 1999

In his radio address to the nation, the President will take several steps to help strengthen the integrity and ethics of police forces across the country. He will propose that the 21st Century Policing Initiative he will soon send to Congress include: (1) a \$42 million increase in funding for state and local police training, education, and recruitment; and (2) \$5 million in new funds to establish citizen police academies that engage community residents in the fight against crime. The President also will call on the Attorney General to convene a series of meetings with community and law enforcement leaders to further discuss and make joint recommendations on these issues.

Investing in Better Policing

\$20 million to expand police integrity and ethics training. While most police officers are extensively screened and trained before their first day on the job, police today face more difficult and demanding situations than ever before. To help ensure that they are well-trained and prepared to meet these challenges, the Justice Department's Office of Community Oriented Policing (COPS) has established 25 Regional Community Policing Institutes (RCPIs) throughout the country. To date, the RCPIs have trained more than 10,000 law enforcement officials and community members in a variety of disciplines, and two of the RCPIs specialize in the area of police integrity and ethics. To expand the availability of this crucial training, the President's 21st Century Policing Initiative will propose a \$20 million increase in funding to make police integrity training available at all 25 RCPIs.

\$20 million to promote the best educated police force possible. Like all Americans, police officers deserve access to the best education possible to meet the complex demands of their job. That is why the President's 21st Century Policing Initiative will include \$20 million in new funds to help make college scholarships available to our police officers. The President's crime bill will also reauthorize the Police Corps, which offers young people college scholarships in return for their service as law enforcement officers. Since its creation in the 1994 Crime Act, the Police Corps has provided \$90 million in college scholarships to police recruits in 23 states.

\$2 million for improved minority recruitment. As we work to better educate and train our police, we must also do more to make sure police departments reflect the diversity of the communities they represent. Last year, the COPS Office awarded \$1 million to community organizations to develop targeted police recruitment efforts, including the establishment of police magnet high

school programs and partnerships with local colleges. The President's 21st Century Policing Initiative will propose doubling the funds available for such innovative outreach and recruitment initiatives.

Engaging the Community

\$5 million to establish citizen police academies. Some police departments have established citizen police academies to train neighborhood residents on police procedures, and to improve understanding of how police make important decisions (i.e., when and what level of force to use when apprehending a suspect). But citizen academies can do much more. They can also help police learn about the concerns of citizens, and they can be used to train residents in collaborative problem-solving -- making them full partners in community policing and crime prevention efforts. The President's crime bill will propose \$5 million to establish more citizen police academies around the country.

Enforcing the Law

Prosecuting serious misconduct and abuse. Although the vast majority of police officers enforce our laws in a way that is both vigorous and fair, those who break the law must be brought to justice. We cannot allow a few corrupt or abusive police officers to undermine the progress that hundreds of thousands of police officers have worked so hard to achieve. That is why, at any given time, the Justice Department is investigating hundreds of allegations of criminal misconduct and abuse by police. To ensure that federal prosecutors have the resources they need to enforce our laws in these cases, the President's FY 2000 budget includes an increase of over \$1 million for this purpose.

Continuing the Community Policing Revolution

The President's 21st Century Policing Initiative. To make our communities safer and stronger, we must extend our commitment to community policing into the 21st Century. The President's 21st Century Policing Initiative will do that by: helping communities hire up to 50,000 more community police officers; giving law enforcement access to the latest crime-fighting technologies; and engaging the entire community -- from prosecutors, to school officials, to leaders from the faith community -- in the fight against crime.

Finishing the job of putting 100,000 more community police on the street. To date, the President's COPS program has helped cities to hire or redeploy

more than 92,000 officers, and increased the number of law enforcement agencies engaged in community policing from hundreds to over 11,000 today. Through COPS, community policing has spread throughout the country and helped drive down the crime rates for all of our people.

Forming New Partnerships

Working together to find new solutions. The President will ask the Attorney General to sponsor a series of meetings and discussions with law enforcement and community leaders to consider additional joint recommendations and further steps that can be taken to strengthen police integrity -- and to make sure the criminal justice system serves the needs of all Americans.

**Police Integrity Radio Address
Questions and Answers
March 13, 1999**

Q: What more can you tell us about the policies you are announcing today?

A: The policies announced today will be contained in the President's 21st Century Policing Initiative, which will soon be sent to the Congress as part of a larger crime bill. They are:

(1) Integrity and ethics training. Currently, the COPS Office provides about \$40 million to assist in the training of state and local law enforcement, including \$24 million for some 25 Regional Community Policing Institutes (RCPIs). The President's crime bill will provide an increase of \$20 million to so that all of our RCPIs will be able to provide police integrity and ethics training. Currently, only two of the centers specialize in this crucial training.

(2) Education assistance for police. The President's crime bill will authorize a new \$20 million scholarship program for current state and local police officers. This will provide needed assistance to officers already on the force, who are seeking to advance their education and skills. It also builds on the Police Corps program, which offers college scholarships in exchange for service in law enforcement -- and which will also be extended in the President's bill.

(3) Improved minority recruitment. The President's bill will provide a \$1 million increase for targeted police recruitment and outreach efforts. Last year, we provided \$1 million for innovative recruitment strategies to community organizations in New York, Los Angeles, and Memphis. The grant to New York, for example, involves a partnership between East Brooklyn Congregations and CUNY/John Jay College where they are developing a police magnet high school for youth, as well as evening programs for adults in the largely Hispanic and African American neighborhoods of East Brooklyn, New York.

(4) More citizen police academies. The President's crime bill will also propose \$5 million to establish more citizen police academies around the country. In addition to instructing residents on important police procedures, these academies can also help to teach residents problem-solving skills that will help them address their local crime problems. The citizen academies are part of an overall effort within the President's new policing initiative to engage all sectors of the community to come together to fight crime.

All of the policies announced today are fully funded in our FY 2000 budget.

Q: New York City has hired thousands of officers with COPS funds. As a result, they've put more police on their streets who in turn have engaged in more aggressive policing tactics. In view of the Diallo shooting, how can you say that your COPS initiative is part of the solution to police brutality and misconduct?

A: Many cities have hired hundreds of law enforcement officers through COPS and have not had similar problems. For instance, large cities such as San Diego and Boston have significantly increased the size of their police forces through COPS without increasing the number of citizen complaints of police misconduct. In fact, citizen satisfaction with the police has increased in these and other cities.

Another good example is in nearby Prince George's County. In P.G. county, they have increased their police force, substantially increased traffic and investigative stops, while at the same time dramatically decreasing citizen complaints: excessive force complaints are down by half, and officer/citizen contacts that result in citizen injury are down by 70 percent compared to 1995.

Q: The President announced that the Attorney General would be convening a series of meetings with law enforcement and community leaders. Who will be involved in these meetings and what do you expect will come out of these meetings?

A: The meetings will bring together police chiefs, representatives of rank and file police officers, and experts on police practices, along with civil rights and other community leaders who know the concerns of the community regarding police misconduct. The purpose would be to discuss the best practices for preventing misconduct and excessive use of force, develop recommendations for additional actions, and build greater trust between the police and the communities they serve.

Q: The tragic shooting death of Amadou Diallo by members of the New York Police Department has focused the Nation's attention on the problem of police brutality. Is the federal government investigating that matter?

A: The FBI, the U.S. Attorney for the Southern District of New York and the Justice Department's Civil Rights Division have been working closely and actively with the Bronx District Attorney's Office on the investigation. They are not just monitoring this case while the DA handles the investigation -- Mary Jo White, the U.S. Attorney, is personally involved in supervising the federal role in the investigation.

Q: Is the Justice Department investigating the entire New York Police Department?

A: After the incident involving the beating of Abner Louima, the U.S. Attorney for the Eastern District of New York, Zachary Carter, began a preliminary inquiry to determine whether the Justice Department should invoke its pattern or practice authority against the New York Police Department. This inquiry is ongoing. The Department is now coordinating its efforts with the Civil Rights Division, and the United States Attorneys Offices for the Southern and Eastern Districts of New York, to examine other aspects of the New York Police Department in light of the issues raised by the Diallo shooting.

Q: What is the Justice Department's pattern or practice authority?

A: Under the President's 1994 Crime Act, the Justice Department has the authority to file civil suits against police departments that engage in a pattern of police misconduct. Using that authority, the Department is currently investigating a handful of law enforcement agencies across the country. Those investigations may result in court orders or settlements requiring police departments to change the way they operate -- so the problems of the past are not the problems of the future.

Q: Is that what the Justice Department is doing with the New Jersey State Police?

A: Yes. The Justice Department is actively reviewing the New Jersey State Police to determine whether state troopers have engaged in a pattern of practice of discriminatory traffic stops.

Q: What can the Justice Department do against individual police officers who engage in misconduct?

- A: The Justice Department has the authority under criminal law to prosecute law enforcement officers who engage in misconduct, including the use of excessive force. At any given time, the Justice Department is investigating several hundred allegations of criminal police misconduct around the country. Since 1993, the Justice Department has criminally prosecuted more than 300 law enforcement officers who have engaged in police misconduct — resulting in over 200 convictions.

Police Mtg - 3/10/99
~~misconduct~~

Chuck - ~~not~~ waiting to hear back from H. Price & response
tentativeness for FBI

"Law Enforcement Stops"

Bigland
35-75
DOS - micky. DOS is similar to one ~~to~~ publishing mtg in Dec: small
mtg. Brought in Fed, state, acadance, ^{1995 group} etc. problem solving
mtg in VA - 2 day mtg on publishing issue. defining problem,
& rec. on solution - training. off the record, frank
discussion - good. but disagreement about data collection but ~~did not~~
address B. P.

1st step - meeting w/ AG - waiting to hear back from AG.
Eric has been speaking w/ ^{high} ~~the~~ ^{group} - maybe next week, but
possibly later there would be a mtg depending on outcome of the ~~the~~ ^{mtg}
DOS doesn't want mtg.

~~bottom~~

Radio Address - POTUS ^{will say} ~~will~~ AG ^{will} to convene a mtg of ~~the~~ ^{the} ~~leaders~~ ^{leaders}.

Be clear about the scope of mtg.

Jose
Police groups are pleased but want closed mtg
work w/ CBS or others to ~~develop~~ bring training to entity - distribution

Proposals

(1) Training on ethics & integrity - can ~~be~~ be expanded. ~~academics~~ - Baltimore
Set aside 1/2 in crime coll. 570 from old program.
Presently misconduct & other means

(2) Early Warning System = TA & CBS - look at what works w/ honoring them.
more drive, ~~case~~ police - scholars.

(3) ~~Commitment~~ - Commitment but no funds for this

• Adversity & Outreach - Lacombe

• Federal System - Brother System - from H.T., pay for college - Put in Crime Bill

• Blue Corp

- 12-14 kids work in police 1st summer

• Police Academics

- get & for college ed - cops

Subject to
Criminal
not into
Police

Civil Rights Commission logs.

(4) Troop Commission - caps

(5) HUD program - police moving into public housing.

education fund police academy ~~for~~ or alternative schools

(6) McCall report to present \ Safe + Drug free schools - so little (8k)

(7) Our record - do county planning ^{over} ~~with~~ ^{use samples}

(8) address aggressive policing - Boston

~~(9)~~

(9) ~~WH~~ WH will be involved in mtg.

(10) Community Dialogue

Radio Address 8:45am in Oval FKi.

county let determine 12-15 people.

Hugh

Kenneth

Cops

FOP

2 Chiefs

ICOP

NAPOB

NA BDE

PELF?

Mayors

Lee Brown

(Strike out no
bleeds up to Hill)

- Holder

- AG

- Ray - Nichols boss

March 5, 1999

MEMORANDUM FOR THE PRESIDENT

FROM Bruce Reed
 Charles Ruff

RE: Police Brutality

We wanted to update you on our discussions regarding Hugh Price's letter to you on the issue of police brutality. Mr. Ruff met with Mr. Price, who believes -- along with many of the other civil rights advocates -- that you need to speak to this issue as soon as possible. Attached is a follow-up letter from Mr. Price suggesting some approaches to dealing with the issue. Key White House and Justice Department staff share this sense of urgency, and we also generally agree that it is important for you to focus on the constructive steps the Administration has taken and will take to root out police brutality and strengthen the bond between police officers and the communities they serve. Accordingly, we recommend the following:

- (1) Use your next radio address to bring together a group of civil rights advocates, mayors, police chiefs, and rank-and-file law enforcement organizations;
- (2) Ask these leaders to work with you to make sure that the criminal justice system serves the needs of all Americans, and to make the system both fairer and more effective;
- (3) Discuss new provisions to be included in your 21st Century Crime Bill that will help accomplish this, such as more and better police training, early warning systems to detect problem police, better educated police forces, improved efforts to recruit minorities, and a long-term commitment to strengthen community policing efforts across the country; and
- (4) Direct the Attorney General to convene a meeting of representatives of the interested groups to examine ways of addressing the problem, identify cities that have had success, and recommend actions that the Administration can take.

Attached please find a brief description of initial proposals some of which you may

want to consider supporting in such a radio address. Although these require further development -- and we have not yet consulted with any of the affected groups -- we thought you might be interested in our initial recommendations.



Jose Cerda III

03/05/99 05:26:51 PM

Record Type: Record

To: Irene Bueno/OPD/EOP

cc:

Subject: final police brutality memo

fyi...jc3

----- Forwarded by Jose Cerda III/OPD/EOP on 03/05/99 05:28 PM -----



Laura Emmett

03/05/99 05:24:49 PM

Record Type: Record

To: Jose Cerda III/OPD/EOP, Leanne A. Shimabukuro/OPD/EOP

cc:

Subject: final police brutality memo



POLICE.M



POLICE2.

Police Abuse and Misconduct Policy Announcements

1. Increase funding for police integrity and ethics training. Currently, the federal government invests only a limited amount of funds to promote police integrity and to keep officers from turning to misconduct or abuse. With community policing helping to decentralize the management of police, this training becomes increasingly important. However, of the approximately 25 regional training centers funded by the Justice Department's COPS Office, only 2 specialize in this important area. By increasing the percentage of funds in the COPS program that can be used for training, we can make police integrity and ethics the priority it should be in all 25 of the federally-funded regional training centers.

2. Develop early warning systems to detect abuse and misconduct. Studies show that many of the police officers who engage in serious misconduct and abuse tend to be the source of a disproportionate number of complaints. Local police departments can and should do more to implement early warning systems that allow them to identify and discipline problem police officers sooner. Funds could be authorized to help police departments put such early warning systems into place.

3. Develop a national system to track serious misconduct and abuse. The federal government could establish a national database that tracks police officers who are found guilty of serious misconduct or abuse. State, local and federal law enforcement agencies would then be required to consult this database when screening prospective recruits. Such a database would help ensure that rogue cops who are disciplined or let go in one jurisdiction are not simply re-employed by another law enforcement agency.

4. Enhance police recruitment of minorities. Former New York Police Commissioner William Bratton has recommended that police department diversify and improve their workforce by aggressively recruiting and educating minority candidates. He has proposed offering 12-to-14 year-olds summer jobs and training, establishing public safety high schools, and continuing to pay for the education of police cadets in the City College system. The Police Corps and/or COPS program could easily be amended to support such long-term minority recruitment efforts.

5. Raise police force education levels. A fundamental reform in policing that is supported by both police management and labor is an overall increase in the education level of America's police. Our budget this year already includes \$20 million for such scholarships.

6. Establish citizen police academies. In some cities, police departments offer a version of their police academy training to citizens and community

advocates. The goal of this training is two-fold: (1) for police department to better understand the concerns of its citizens; and (2) for citizens to better understand how police make important decisions, such as when and how to use force, when to stop a motorist, etc. Support for such academies could be specifically authorized by the COPS program.

7. Promote tough enforcement of our civil rights laws. Tough enforcement of our civil rights laws must be a central element of any plan against police misconduct and abuse. Our budget includes an increase of more than \$1 million dollars (and 10 new attorneys) just for this purpose.

8. Complete the transition to community policing. Over the long term, the most important thing we can do to affirmatively strengthen the bond between police and the people they serve is to renew the COPS program, which has helped to sow the seeds of change in thousands of law enforcement agencies throughout the country. If COPS is not renewed this year, or if it is replaced with a block grant, the federal government will lose the leverage it has gained over the past 5 years in helping to promote changes in law enforcement at the local level.



Jose Cerda III

03/04/99 04:44:47 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Irene Bueno/OPD/EOP
cc: Leanne A. Shimabukuro/OPD/EOP, Laura Emmett/WHO/EOP
Subject: Follow-up from today's meeting

BR/EK:

Attached please find: (1) a draft one-page memo on our radio address proposal; (2) a slightly re-worked version of our policy recs; and (3) the latest police brutality q/a.

BR: You asked me to update the question, but it seems our latest version already incorporates much of what we want to say. Does this work? Or do you want me to re-do w/more specifics on our potential policy recs?

jc3



POLICE.M



POLICE2.M



POLICEBR.W

March 4, 1999

MEMORANDUM FOR THE PRESIDENT

FROM Bruce Reed
 Chuck Ruff

RE: Police Brutality

We wanted to update you on our discussions regarding Hugh Price's letter to you on the issue of police brutality. Chuck has personally followed up with Mr. Price, who believes -- along with many of the other civil rights advocates -- that you need to speak to this issue as soon as possible. Key White House and Justice Department staff share this sense of urgency, and we also generally agree that it is important for you to focus on the constructive steps the Administration has and will to take to root out police brutality and strengthen the bond between police officers and the communities they serve. Accordingly, we recommend the following:

- (1) Use your next radio address to bring together a group of civil rights advocates, mayors, police chiefs, and rank-and-file law enforcement organizations;
- (2) Challenge these leaders to work with you to make sure that the criminal justice system serves the needs of all Americans, and to make the system both fairer and more effective;
- (3) Discuss new provisions to be included in your 21st Century Crime Bill that will help accomplish this -- such as more and better police training, early warning systems to detect problem police, better educated police forces, improved efforts to recruit minorities, and a long-term commitment to strengthen community policing efforts across the country; and
- (4) Direct the Attorney General to hold a series of meetings with all of these interested groups, and to recommend further action steps that the Administration can take.

Also, attached please find a brief description of some of the initial proposals you may want to consider supporting in such a radio address. Although these require further development -- and we have not yet consulted with any of the impacted groups -- we thought you might be interested in our initial recommendations.

Police Misconduct and Abuse Q&A
March 2, 1999

Q: The Diallo case in New York has raised the issue of police abuse and misconduct across the country. Last week, a number of civil rights groups including the Urban League held a press conference on the issue. What do you intend to do about this matter?

A: With respect to the Diallo case in particular, as the Attorney General said last week, the Department of Justice's Civil Rights Division, the local U.S. Attorney's Office, and the FBI are working with the local prosecutor and local authorities to ensure that every possible step is taken in this case.

As to the larger issue of police brutality, the criminal justice system must be fair and have the support of all law-abiding Americans. I've asked the Attorney General to consider the thoughtful recommendations submitted by Mr. Price as she continues to work with state and local law enforcement agencies on these matters.

My Administration is committed to vigorous enforcement of our civil rights laws against those police officers who would betray the public's trust through lawlessness or brutality. Our record shows that. Since 1993, the Justice Department has criminally prosecuted over 300 officers, resulting in more than 200 convictions. And our budget for next year includes a 15 percent increase for civil rights enforcement across the board, and an even more substantial increase for the Civil Rights Division of the Justice Department, which has responsibility for much of the work involving police misconduct.

We must also work proactively to ensure that the criminal justice system serves the public safety needs of all Americans. The Justice Department is actively working with law enforcement organizations across the country to develop training programs to address issues of misconduct and abuse. And our community policing initiative has been instrumental in strengthening the bond between community residents and their local police, as well as reducing the victimization of minorities. Building this kind of trust is essential if we are to move forward to make our criminal justice system more responsive and fairer for all of our citizens.

Police Abuse and Misconduct Policy Announcements

1. Increase funding for police integrity and ethics training. Currently, the federal government invests only a limited amount of funds to promote police integrity and to keep officers from turning to misconduct or abuse. With community policing helping to decentralize the management of police, this training becomes increasingly important. However, of the approximately 25 regional training centers funded by the Justice Department's COPS Office, only 2 specialize in this important area. By increasing the percentage of funds in the COPS program that can be used for training, we can make police integrity and ethics the priority it should be in all 25 of the federally-funded regional training centers.

2. Develop early warning systems to detect abuse and misconduct. Studies show that many of the police officers who engage in serious misconduct and abuse tend to be the source of a disproportionate number of complaints. Local police departments can and should do more to implement early warning systems that allow them to identify and discipline problem police officers sooner. Funds could be authorized to help police departments put such early warning systems into place.

3. Develop a national system to track serious misconduct and abuse. The federal government could establish a national database that tracks police officers who are found guilty of serious misconduct or abuse. State, local and federal law enforcement agencies would then be required to consult this database when screening prospective recruits. Such a database would help ensure that rogue cops who are disciplined or let go in one jurisdiction are not simply re-employed by another law enforcement agency.

4. Enhance police recruitment of minorities. Former New York Police Commissioner William Bratton has recommended that police department diversify and improve their workforce by aggressively recruiting and educating minority candidates. He has proposed offering 12-to-14 year-olds summer jobs and training, establishing public safety high schools, and continuing to pay for the education of police cadets in the City College system. The Police Corps and/or COPS program could easily be amended to support such long-term minority recruitment efforts.

5. Raise police force education levels. A fundamental reform in policing that is supported by both police management and labor is an overall increase in the education level of America's police. Our budget this year already includes \$20 million for such scholarships.

6. Establish citizen police academies. In some cities, police departments offer a version of their police academy training to citizens and community

advocates. The goal of this training is two-fold: (1) for police department to better understand the concerns of its citizens; and (2) for citizens to better understand how police make important decisions, such as when and how to use force, when to stop a motorist, etc. Support for such academies could be specifically authorized by the COPS program.

7. Promote tough enforcement of our laws. Tough enforcement of our civil rights laws must be a central element of any plan against police misconduct and abuse. Our budget includes an increase of more than \$1 million dollars (and 10 new attorneys) just for this purpose.

8. Complete the transition to community policing. Over the long term, the most important thing we can do to affirmatively strengthen the bond between police and the people they serve is to renew the COPS program, which has helped to sow the seeds of change in thousands of law enforcement agencies throughout the country. If COPS is not renewed this year, or if it is replaced with a block grant, the federal government will lose the leverage it has gained over the past 5 years in helping to promote changes in law enforcement at the local level.

7. **Promote tough enforcement of our laws.** ^{civil rights} Tough enforcement of our laws must be a central element of any plan against police misconduct and abuse. Our budget includes an increase of more than \$1 million dollars (and 10 new attorneys) for this purpose -- the largest ever proposed.

8. **Complete the transition to community policing.** Any plan to reduce police abuse and misconduct must be coupled with a long-term commitment to affirmatively strengthen the bond between police and the people they serve. There is no better way to do this than to renew the President's COPS program, which has helped to sow the seeds of change in thousands of law enforcement agencies throughout the country. If the President's COPS program is not renewed this year, or replaced with a block grant, we will lose all the leverage we have gained over the past 5 years to promote changes in law enforcement at the local level.

- mtg w/ ~~high~~ ^{CLK} Price - Ben J. (get letter) - be vocal & explicit.
- Commitment ~~to~~ ^{urban} for POTUS to do something on public level
 - Structure w/ product - summit, conference, mtg - POTUS convened - but needs to be meaningful discussion.
(did not want w/ltmkt + DOJ gathering.)
- ~~DOJ~~
- 2 issues
 - Police ~~be~~ brutality
 - Sweeping sheets, shipping ~~cars~~ cars - profiling → Long-term issue - ^{there} are ~~they~~ any models
POTUS support COPS but no violations
- Dispute internally what's possible. Point person.
- ~~Ben~~
Racial Profiling - raised to POTUS in NJ, everybody is being stopped. Ever hold mtg w/ NJ people - not w/le
- Bruce
- Radio Address - ~~criminals~~ ^{criminals} ~~for~~ police, families, groups ~~shut~~ ^{shut} out
 - DOJ do something
- Jose - proposals
- Chips - former ~~member~~
- CL - will be pushed to a POTUS gathering - Radio Address - asked DOJ to convene a mtg. POTUS could drop by.
- EK - agrees what should come up w/ident
- L.A. be specific - 304 ~~the~~ ^{proposals} - allow DOJ ~~to~~ ^{to} gathering to come up w/ report
- Contract groups -
- Waco
 - Idaho
 - Rand

**CONFIDENTIAL DRAFT
(NOT FOR DISTRIBUTION)**

**Police Abuse and Misconduct
Policy Announcements**

1. Increase funding for police integrity and ethics training. Currently, the federal government invests only a limited amount of funds on the issue of police integrity and ethics -- an issue that is central to community policing and the changing nature of policing in America. For instance, of the approximately 25 regional training centers funded by the Justice Department's COPS Office, only 2 specialize in this discipline. By increasing the percentage of funds in the President's COPS program that can be used for training, we can make police integrity and ethics a priority in all 25 of our regional training centers. \$10 - \$20 m

2. Develop early warning systems to detect abuse and misconduct. Studies show that many of the police officers who engage in serious misconduct and abuse tend to have had a disproportionate number of complaints filed against them. Local police departments can and should do much more to implement early warning systems that allow them to identify and discipline problem police officers -- before its too late. Funds should be authorized to help police departments put such systems into place. Authorize new \$ for such a system in Crime bill or COPS

3. Develop a national system to track serious misconduct and abuse. The federal government should establish a national database that tracks police officers who are found guilty of serious misconduct or abuse. State, local and federal law enforcement agencies could then consult this database as they screen new officers, helping to prevent against the re-hiring of abusive or corrupt police officers. (can be used for ID)
Homer M. H. , Police don't really like (Tough one)

4. Enhance ^{additional} police recruitment of minorities. Former New York Police Commissioner William Bratton has recommended that police department diversify and improve their workforce by aggressively recruiting and educating minority candidates. He has proposed offering 12-to-14 year-olds summer jobs and training, establishing public safety high schools, and continuing to pay for the education of police cadets in the City College system. Our Police Corps and/or COPS program could be amended to support such long-term minority recruitment efforts.

5. Raise police force education levels. A fundamental reform in policing that is supported by both police management and labor is an overall increase in the education level of America's police. Our budget this year already includes \$20 million for such scholarships.
Congen never appropriate.

6. Establish citizen police academies. In some cities, police departments offer a version of their police academy training to citizens and community advocates. The goal of this training is two-fold: (1) for police to better understand the concerns of its citizens; and (2) for citizens to better understand and experience the training received by police and how they make decisions, such as when to use deadly force. Our COPS program could help more communities to establish these citizen academies.
Return version in local entity.

Police Misconduct and Abuse Q&A
March 2, 1999

Q: The Diallo case in New York has raised the issue of police abuse and misconduct across the country. Last week, a number of civil rights groups including the Urban League held a press conference on the issue. What do you intend to do about this matter?

A: With respect to the Diallo case in particular, as the Attorney General said last week, the Department of Justice's Civil Rights Division, the local U.S. Attorney's Office, and the FBI are working with the local prosecutor and local authorities to ensure that every possible step is taken in this case.

As to the larger issue of police brutality, the criminal justice system must be fair and have the support of all law-abiding Americans. I've asked the Attorney General to consider the thoughtful recommendations submitted by Mr. Price as she continues to work with state and local law enforcement agencies on these matters.

My Administration is committed to vigorous enforcement of our civil rights laws against those police officers who would betray the public's trust through lawlessness or brutality. Our record shows that. Since 1993, the Justice Department has criminally prosecuted over 300 officers, resulting in more than 200 convictions. And our budget for next year includes a 15 percent increase for civil rights enforcement across the board, and an even more substantial increase for the Civil Rights Division of the Justice Department, which has responsibility for much of the work involving police misconduct.

We must also work proactively to ensure that the criminal justice system serves the public safety needs of all Americans. The Justice Department is actively working with law enforcement organizations across the country to develop training programs to address issues of misconduct and abuse. And our community policing initiative has been instrumental in strengthening the bond between community residents and their local police, as well as reducing the victimization of minorities. Building this kind of trust is essential if we are to move forward to make our criminal justice system more responsive and fairer for all of our citizens.

1/11/99

**DEPARTMENT OF JUSTICE
CIVIL RIGHTS DIVISION
FY 2000 BUDGET INCREASE**

From FY 1995 to 1998, the Civil Rights Division's appropriation remained stagnant at roughly \$64 million per year. During that four year time frame, the Division was required to absorb substantial mandatory increases, at a detriment to its enforcement program. The FY 1999 appropriation enacted is approximately \$69 million. The FY 2000 request of \$82.2 million represents a \$12.9 million increase over the 1999 enacted appropriation level. The FY 2000 request level includes base funding of approximately \$74 million (including \$4.7 million in mandatory adjustments) and program enhancements totaling \$8.2 million and 90 positions (40 attorneys). The program increases requested are required for the following programmatic areas:

- **FIGHTING CRIME--** \$2,123,000 and 32 positions (20 attorneys) to eradicate egregious criminal activities. This increase complements the FBI's increased emphasis on civil rights cases and the creation of specialized task forces to address criminal civil rights matters, including the Worker Exploitation Task Force and the Task Force on Violence Against Health Care Providers. These Division will use criminal and civil laws to fight:
 - **Hate Crimes--**\$646,000 and 10 positions (six attorneys).
 - **Slavery and Worker Exploitation--**\$401,000 and six positions (four attorneys).
 - **Misconduct by Law Enforcement--**\$1,076,000 and 16 positions (10 attorneys).
- **FIGHTING HOUSING AND LENDING DISCRIMINATION.** \$1,866,000 and 23 positions (11 attorneys) to improve the battle against housing and lending discrimination. This increase complements increased resources provided to HUD that will result in additional cases coming to the Department of Justice. These resources would use fair housing and lending laws to:
 - Enhance the Division's small but very effective in-house **Fair Housing Testing Program--**\$996,000 and 10 positions (3 attorneys). The program uses paired testers to root out blatant discrimination based on race, color, sex, national origin, disability and familial status. These tests have resulted in over 50 filed cases, which has recovered about \$7.5 million in damages for victims of discrimination and civil penalties to the government. The program has begun to test for accessibility for persons with disabilities in newly constructed multifamily housing. Resources will be used to increase the number of tests (including tests for accessibility) and to bring new cases that result from the tests.

- Enhance the Division's fight against **discrimination in home mortgage lending** and, for the first time, in **business lending**--\$596,000 and nine positions (5 attorneys).
- Bring **additional cases** resulting from increased HUD activity--\$274,000 and four positions (3 attorneys).
- **FIGHTING DISCRIMINATION AGAINST PERSONS WITH DISABILITIES**-- \$1,896,000 and 10 positions (two attorneys) to continue and expand successful Americans with Disabilities Act initiatives, including a mediation program to resolve complaints effectively and efficiently, to provide technical assistance, including advice from architects, to assist small businesses in ADA compliance and housing providers in fair housing compliance, and to certify that state and local building codes meet ADA requirements.
 - **Mediation** -- \$1,300,000 to establish a national mediation program.
 - **Certification** -- \$479,000 and eight positions (two attorneys).
 - **Housing Accessibility** --\$117,000 and two positions.
- **PREPARING FOR REDISTRICTING** — \$1,480,000 and 12 positions to prepare for the review, required by the Voting Rights Act, of numerous redistrictings that will follow the 2000 Census. Specifically, \$547,000 will provide the funding necessary for the twelve positions that are necessary for the timely review to meet the statutory 60-day review period of Section 5 voting changes and redistricting proposals submitted by covered jurisdictions. The remaining \$933,000 will be used for technology improvements required to upgrade the imaging system and conversion of microfiche documents.
- **FIGHTING FOR FUNDAMENTAL OPPORTUNITIES** -- \$861,000 and 13 positions (seven attorneys) to expand programs fighting for basic civil rights in priority areas. This funding would provide resources necessary for improvements in the following areas:
 - **Educational opportunities** -- \$401,000 and six positions (four attorneys) to attack in-school segregation, insuring that desegregation has been achieved, promoting diversity, and insuring that non-English speaking students have access to an effective educational experience.
 - **Attack abuse against society's most vulnerable** -- \$274,000 and four positions (two attorneys) to address concerns of those in nursing homes and other institutions, who are housed in intolerable and dangerous conditions.
 - **Reach out to under-served immigrant communities** — \$186,000 and three positions (one attorney) to fight immigration fraud and inform the immigration communities of their rights under the law.

2000 Resources -- Police misconduct

Criminal

police misconduct

3 attorneys	234,828
1 secretary	38,804

Special Lit

police misconduct

6 attorneys	469,656
2 investigators	116,342
2 secretaries	77,608

Coordination and Review

police misconduct

1 attorney	78,276
1 investigator	58,171