

Dear Member,

On Tuesday, March 25, 2014, Commissioner William Bratton, Chief of Staff Kevin Ward and the entire Re-engineering team lead by Deputy Chief Dennis DeQuatro met with all presidents of the Fraternal Organizations and the Delegates of the Unions. They clearly explained the re-engineering process and asked for your participation.

Over the next few months the Department will be conducting an in-depth examination of all its practices. To use the Police Commissioner's phrase, it's a CAT scan of the NYPD. And like a CAT scan, it provides an internal view of how we are healthy and where we could improve. The job is not to turn a blind eye to obvious symptoms, nor point out problems without suggesting solutions.

As the Commissioner stated; "Without an honest assessment of where we are, we cannot forge ahead to where we want to go."

This is a tremendously important undertaking and one that will have long-term effects on the Department and even the city. It is a process that will plot the course of the Department for years to come. In addition, there are current issues with morale, community relations, and how well we collaborate inside and outside the organization. Many of these issues are already obvious to you. How often have you sat with coworkers, subordinates, or peers and discussed ways in which the Department misses the mark in executing its mission?

Here is your opportunity to recommend solutions to a process that is designed to listen to you. Here is how:

***For the next thirty (30) days, commencing Wednesday, March 26, 2014, please access the Department's Intranet where you will be offered the opportunity to participate in this process. You may opt to submit issues of concern as well as suggestions and solutions through the NYPD's intranet site (even anonymously). You may also choose to offer your assistance as a volunteer to the reengineering process. It is imperative that you, as a member of the Department, are part of the solution.***

The Police Commissioner has taken great strides to keep you involved. Attached is a list of all the reengineering teams and a snapshot of the location of the reengineering link on the Department's Intranet page. Therefore, please take a moment to log in and click on the reengineering link on the home page. The change the Department is seeking is going to come from YOU!



# NYPD REENGINEERING 2014



## Eighty-nine REENGINEERING 2014 Teams

1	Academics, Research Entities	31	Educational & Professional Development	61	Misconduct
2	Administrative	32	Eliciting Information from the Public	62	Narcotics
3	Arrest Processing	33	Employee Incentives and Rewards	63	Offender-based Enforcement / Recidivists
4	Burglary	34	Employee Surveys and Suggestions	64	Operational Staffing
5	Candidates / Applicants	35	Employee Wellbeing	65	Operational Support
6	Career Enhancement	36	Equipment	66	Other City Agencies
7	Career Path	37	Esprit de Corps	67	Overtime
8	Centralization / Decentralization	38	Evaluations & Reviews	68	Patrol / Situational Awareness
9	City-based and Community Constituencies	39	Facilities	69	Predictive Analytics
10	Civil Service Promotional Tests	40	Field Training	70	Procedures and Shared Processes
11	Civilian Member Concerns	41	Firearms	71	Property
12	Civilian Staffing	42	Forging Department Connections and Promoting Events	72	Quality Assurance
13	Collaborative & Community, External	43	Forms, Reports, and Logs	73	Recruiting & Retention
14	Collaborative & Community, Internal	44	Fraternal Organizations and Unions	74	Recruits
15	Communications and Development Strategy	45	Gangs / Crews	75	Regional, National, International Partners & Business
16	Complaint Processing	46	Grand Larceny	76	Reward Programs
17	CompStat	47	Housing	77	School Safety
18	Corruption	48	Human Trafficking	78	Success Story Awareness, Internally and Externally
19	CPR	49	IAB	79	Supervisory / Leadership
20	Crime Analysis	50	Incentives / Opportunities	80	Taking Guns off the Street
21	Crime Scene and Evidence	51	Information Sharing, Internally and Externally	81	Traffic
22	Customer Satisfaction	52	In-Service	82	Transit
23	Data Retention and Storage	53	Inspections	83	Uniforms
24	Digital Media	54	Inventories	84	Vehicles
25	Discipline Process	55	Investigative (information technology)	85	Victim-focused Efforts
26	Discretionary Promotion	56	Investigative (in-service training)	86	Violent Crime (enforcement strategy)
27	Diversity Strategy	57	IP Licensing & Procurement Opportunities	87	Violent Crime (investigations)
28	Domestic Violence (enforcement strategy)	58	Juveniles	88	Warrants
29	Domestic Violence (investigations)	59	Leadership Authority	89	Youth/Community Programs
30	Downsizing / Consolidation	60	Mainstream		

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Message from Commissioner William J. Bratton

To all members, in all commands:

I want to express my thanks and pride in the work you have all done to secure one of the most high profile events in the world. It doesn't matter whether you were on Super Bowl Boulevard or escorting a team or owner. Whether you were working the night shift in the Intelligence Bureau or the Operations Unit, a Hercules Team or a radio car in the 67 Precinct, a Traffic Agent in Times Square making it all work or a 911 operator. We all had to work a little harder this week, either because you were on the detail or to take up the extra slack for those who were.

Once again, New Yorkers can be proud. We showed the world that we know how to welcome our guests, keep them safe and make it fun for them. The men and women of the NYPD have shown the world once again, how it's done.

Thanks to you all.

William J. Bratton  
Police Commissioner

**Reengineering Management Team**

The reengineering process promised by Police Commissioner Bratton has begun. As a result, the Reengineering Management Team is collecting suggestions on improvements to the Department as well as asking for volunteers to help assist the process.

Please Click [Here](#) to submit a suggestion  
Please click [Here](#) to volunteer

COMPSTAT Video Archive

**Commissioner William J. Bratton  
03/20/14 - COMPSTAT Meeting  
Go to Video**

**JOHN REUTHER  
(NYPD/FINEST/REUTHER935580)  
DETECTIVE SPECIALIST  
POLICE COMM OFFICE**

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3/25: Personnel Order 2014 080  
3/24: Personnel Order 2014 079  
3/21: Personnel Order 2014 078