

**Memo on the Violent Crime Control and Law Enforcement Act of 1994,**

**Enacted by President Bill Clinton and**

**Authored by Rep. Jack Brooks and US Senator Joseph Biden**

**Writing Government Acts and Bills to Qualify Ethics and Justice in Management**

**Mary Parker Follett's Organizational Management Theory**

Constance Lov Johnson

School of Public Administration, Northcentral University

PUB-7000 V4: Public Administration (6929289940)

Lori A. Demeter, PhD

December 20, 2020

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**Mary Parker Follett's Organizational Management and Transformational Theories**

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**Memo**

The reporter asked a series of questions related to “The Violent Crime Control and Law Enforcement Act of 1994”. I provided the reporter with an overview of the bill. I informed her that the Act was designed to address the excessive rate of criminality in the United States of America. The intended goal of the Crime Bill was achieved. The increased budget did lower the crime rate by increasing the number of officers in each precinct and removing the funds intended to provide added habilitation assistance for those incarcerated, such as funding higher education. Many such programs were terminated.

Today, the Crime Act continues to give “peace officers’ of the nation an illegal pass to intimidate, torture, and murder citizens suspected of crimes before they are tried in court and found guilty. Due to the lucrative federal funds that are disbursed to the private and government owned prisons there is a need to ensure that the cells are filled. The funds are based on prison count, data, which encourages the continued degradation of Black and Latino men and women through uninvested arrests and imprisonments. The population of Black men in prison for the past 25 years has drastically increased.

In 2020, Black men are stalked to fill the prisons and arrested while walking down the street or before entering their own homes. Even when they are not confirmed as suspects or

their crimes are not felons, they are killed regardless for standing for their rights. The power that was given to the police officers by the judicial system and government for increasing the numbers of arrests gave them the belief that they are both arresting officers and executioners.

Mary Parker Follett's Organizational Management Theory provides four structures that our Congressional leaders were not aware of in the development of the Violent Crimes Act. Follett's management theory addresses the government's need to align the bills more closely with the United States' Constitution. The Crime Act of 1994 was a hasty response to the President George H. Bush era of drug violence, however this very bill they developed became the most violent and criminal congressional document in the history of Black America.

Public Administration as a field is responsible for qualifying leaders, guiding the ethics of governments, and ensuring ethical profiting business/department infrastructures to successfully reach goals. Mary Parker Follett's Organizational and Management Theory is perfectly designed to guide congressional members through the completion of congressional bills submitted to become laws and acts enacted by the House of Representatives and the US Senate to improve the lives of people and communities impacted.

### **Appraise the political and societal issues in the 1990s.**

The Crime Act, which provided funding to improve the nation's penal system and lower crime, reinforced incarcerations with limited opportunities for those arrested and imprisoned to return to stable lives as working, productive citizens. The Clinton Crime Bill's reinforcements for high numbers of arrests caused restrictions to the constitutional rights of people incarcerated. Rewarding police departments for high numbers of arrests caused an escalation of unjustified

accusations and, in some cases police brutality with permanent injuries sustained prior to receiving their rights to fair trials, while others murdered by police that were rewarded by unpenalized court cases by America's judges.

**Present the crime rate in the early 1990s.**

From 1983 through 2007, drug related crimes increased. Due to the criteria of the Crime Act, new officers were hired and new programs were funded based on the number of arrests and crimes reported. The need for added arrests for added dollars became apparent when innocent people were targeted to populate the jails. "From 1985 to 1995, the prison population more than doubled. "Since 1985 the number of sentenced inmates per 100,000 residents has risen from 200 to 409. During this 10- year period prison incarceration rates rose the most in the South (from 236 to 478) and West (from 176 to 357). The rate in the Northeast rose from 145 to 301, and the rate in the Midwest from 161 to 310. The number of sentenced Federal prisoners per 100,000 U.S. residents increased from 14 to 32 over the same period." Source: U.S. Department of Justice Office of Justice Programs.

**Provide an overview of the policy.**

Once enacted, the Crime Act did increase the number of police officers per precinct, but also increased the number of arrests of Black and Latino Americans, that led to mass race generalizations for growing the population of prisons. The shooting gallery targets were shaded to look like black men; police officers began to dictate instead of questioning onlookers for crime related incidences and arrested or killed them regardless of their involvement; minorities today are disrespected and bullied for the purpose of funding police programs. Officers of the

law consistently practiced injustices and violations against innocent citizens of color. Clinton's reinforcements to police departments, police officers, and public and private prisons caused an avalanche of Black men to fill the jails and prisons.

**Justify the political explanation for the policy.**

Government leaders are not always educated in Public Administration; but many possess law and political science degrees that teach the theories and ethics of leadership. However, these disciplines, law and political science, are not designed to engage government and business leaders in theory development to acknowledge the full scope, outcome, and long-term effects of a bill, as it becomes a law or an Act, and the aftermath of how it impacts people in the long term.

**Critique the goals and objectives of the policy and determine if they have been reached.**

By 1992, the prisons were full. Prisoners were sleeping four to a cell that was designed to sleep two. Cocaine and crack were the drugs of choice and every community in the major cities had its share of drug lords. Children and youth engaged in illegal drug sales were earning more than their parents. During George H. Bush's leadership there was data proven neglect in policing the Black and Latino communities when drug addictions and trafficking were increasing. A new economy was surpassing the US economy. The minimum wage in the drug lord's economy was six figures while the minimum wage in the nation's job market was \$5.65 per hour or \$226 per week. The average rental rate for an apartment was \$519 per month. The risks to engage in the sale of illegal drugs were high, but so was unemployment.

**Explain why and how the policy failed.**

The Violent Crime Act did decrease the crimes, but the arrests doubled and tripled, costing innocent men to gain undeserved prison records, caught in a tornado of unjustified unconstitutional arrests reinforced by the \$30 billion budget from the Congress.

**Facilitate suggestions for improvements to the policy.**

The elected officials that design the bills are not to take on Public Administration work unless they are formerly trained in the study. A bill requires the consultation and management of a Public Administration theorist and demands a separate report and plan of action that clearly sets forth the agenda that will impact those targeted, provide an overview/introduction of the plan, project timed actions that the citizens will achieve, submit expected outcomes upon completing the plans, design evaluations to determine effectiveness versus failures, and retest procedures to identify and correct failed projects to ensure the ethical and moral outcome of the bill before enactment. I agree with Follett's theory of Management as it relates to organizational development, that for every bill approved by committee a Public Administration Plan must accompany the plan so that every law enacted projects a standard of justice, timelessness, equality, opportunity for pursuit of happiness, and liberty, and reflect the perfect will of the Constitution. Following is (my) Constance Lov Johnson's Government Law Management Theory that are inspired by Mary Parker Follett's Organizational Management Theory, ...

1. The bill, once enacted as a law must not seek to gain or give power, but to empower all citizens, regardless of race or gender, that are subject to the law.

2. The bill, once enacted as a law carries with it the hope that each citizen regardless of race or ethnic origin, citizen or immigrant, woman, or man, is subject to the law and entitled to a better life, an improved understanding, and agreements that this law guarantees reinforcements that are focused on a plan of progress.

3. The bill once enacted as a law must provide options for alternative penalties judged equal by the law if there is hope of habilitation and a life-long stable economy that is void of poverty.

4. The bill, once enacted as a law deems all of the same humanity, none more human than the other, no title or position obstructs this fact, that the author, enactor, and all that are subject to the law are of one blood, one God, and the same Earth, having no rights above or below any other and no power above or below any other, all subject to the bill enacted as law, equally, to not abuse power or poverty, and to know that every person has the right to seek his/her highest vocation and express and act on his/her highest ability anywhere and at all times, unlimited, and current, equally by today's standards to ensure a common goal, to be a help to others.

**Support your assignment with at least three scholarly resources. In addition to these specified resources, other appropriate scholarly resources, including seminal articles, may be included.**

Please see below.

## Scholarly Resources and Seminal Theorists

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Gilliard, D., and Beck., A., Prison and Jail Inmates, U.S. Department of Justice Office of Justice Programs, August 1996, NCJ-161132, <https://www.bjs.gov/content/pub/pdf/PJI95.PDF>

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Caramela, S., The Management Theory of Mary Parker Follett, Business.com, February 2018, <https://www.business.com/articles/management-theory-of-mary-parker-follett/>

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Legislative Analyst Office, February 1995, [https://lao.ca.gov/analysis\\_1995/crimebil.html](https://lao.ca.gov/analysis_1995/crimebil.html)