Key Goals

- Strong community & department trust
- Inclusive workplace & leadership
- Organizational effectiveness & efficiency
- Professional development & employee wellness
Strong community & department trust

**Community engagement**
Community engagement calendar and problem tracking spreadsheet updated.

**Organizational trust**
Individual strategic planning and community involvement guidance provided in Employee Evaluations.

**Improved Communication**
Command Staff updates, external & internal communication plan, video message capabilities.
Inclusive workplace & leadership

- Fair & Impartial Policing Training
- Mentorship Program with UWS | Career Fairs
- Career Growth Path identified
- Attrition Data Gathered
Fair & Impartial Policing

- In 2018 the DPD brought Fair and Impartial Policing to our organization
- Every employee attended
- In 2019 the DPD will research Cultural Competency training
Mentorship & Recruitment

- **UWS Mentorship**: Introduced 5-6 Criminal Justice Students to DPD
- **Research**: Students researched topics affecting law enforcement.
- **Recruitment**: Training & Development Unit attended multiple job fairs
Career Growth

- A survey showed 50% of employees would be interested in a promotional process in 2-5 years
- Skills and tasks document being developed to help prepare employees for a promotion
Attrition Data

- 14 employees left in 2017
- 12 respondents left due to personal reasons and/or pay
- 2018 attrition data will be collected
Effective & Efficient Organization

Records Management
Selected Tyler Public Safety as new RMS for field based reporting, ticket writing, and online reporting. Project completion goal: April 2020

Organizational Assessment
Berry Dunn Government Consulting will conduct organizational assessment in 2019.

Schedule
A new staffing schedule was vetted and implemented in 2018.
Professional Development Wellness

- Working on a wellness program to include mental health and well-being check-in
- Individual training needs addressed in yearly evaluations
- Sourcing locally-based training
Thank You for being a part of the DPD