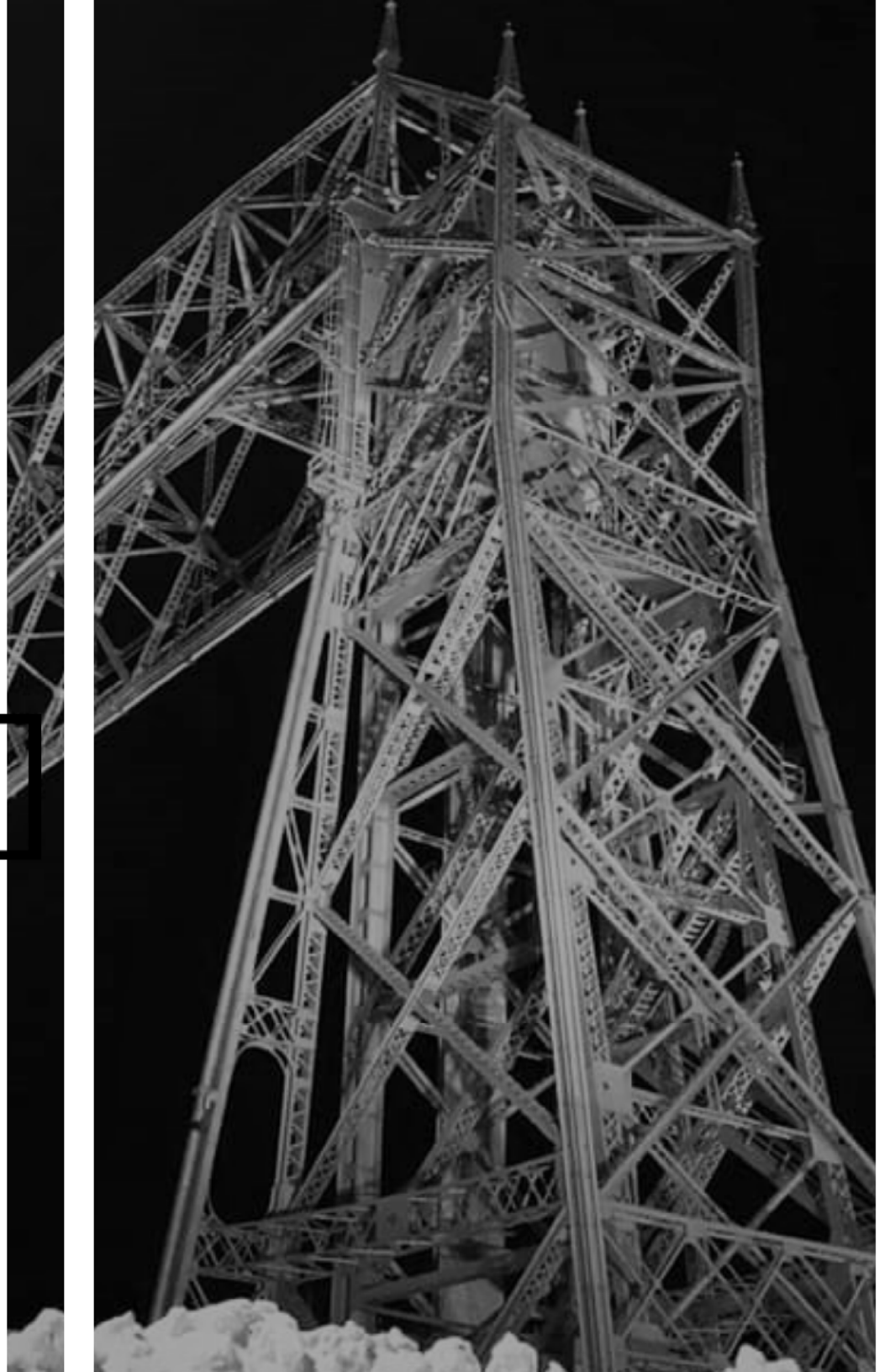


# Strategic Plan Update

March, 2019





# Key Goals

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

# Strong community & department trust



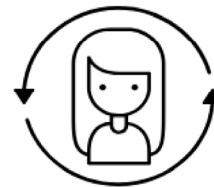
## **Community engagement**

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**



**Career Growth  
Path identified**



**Mentorship  
Program with  
UWS | Career  
Fairs**



**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

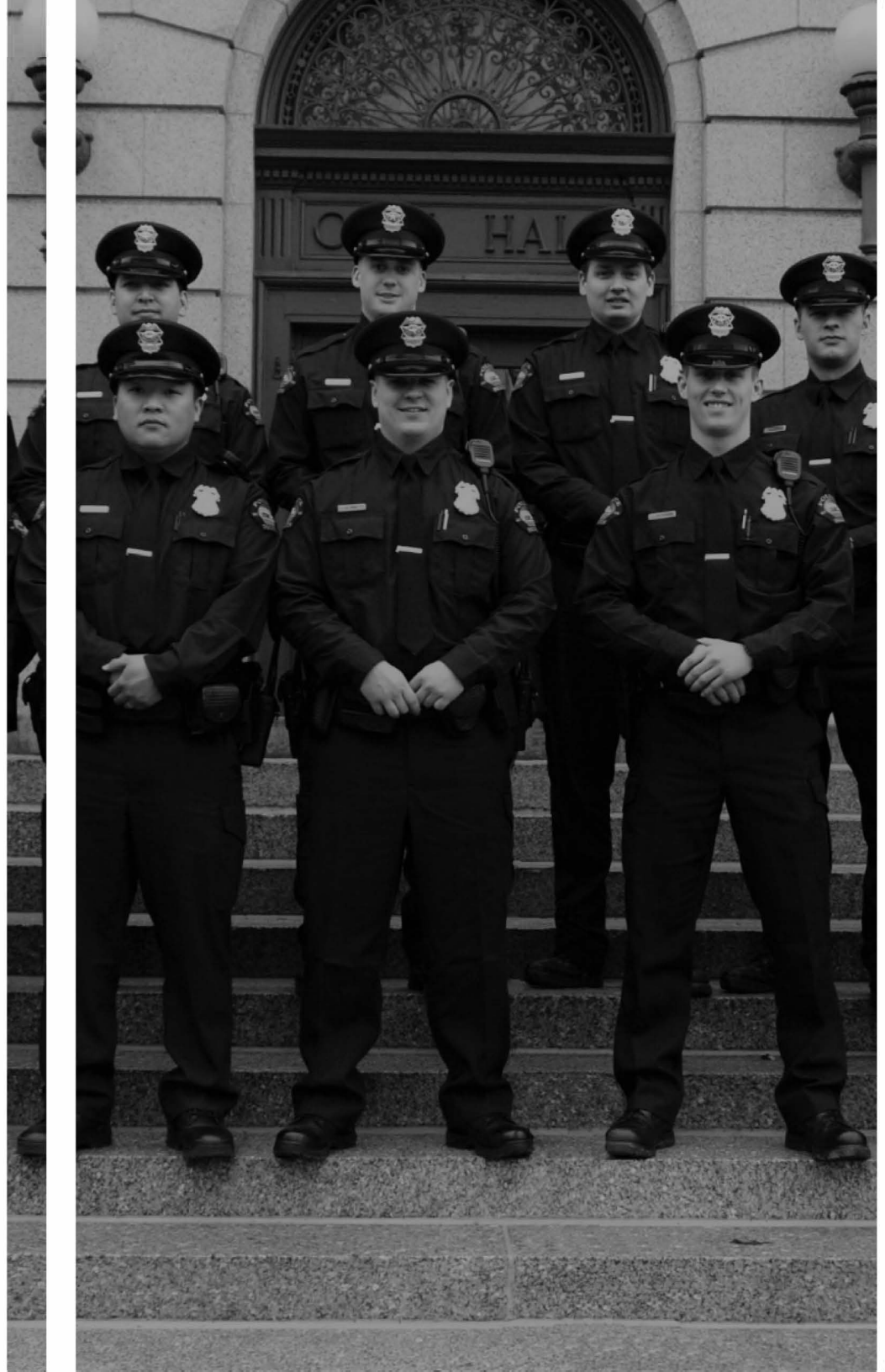


# Career Growth

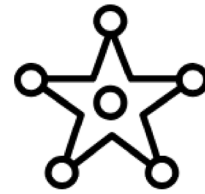
- A survey showed 50% of employees would be interested in a promotional process in 2-5 years
- Skills and tasks document being developed to help prepare employees for a promotion

# 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



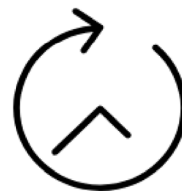
## **Records Management**

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**