

# 2018

**DRAFT**



## Mission

*To improve the overall quality of life by preserving the peace and safety of the community.*

## VISION

*The St. Anthony Police Department consists of dedicated professionals who are committed to exceptional policing services and creating a safe and secure community that is a desirable place in which to live, learn, work and play.*

## GOALS

Increase Community Partnerships/ Inclusion	Principles & Practices – Review and Update	Increase Training – Internal and External	Shift Focus to “Traffic Safety”	Enhance Focus on CP, Intervention, Suppression	Enhance Employee Wellness Program	Restructure Professional Development Process	Evaluate Accountability Processes	Strengthen Recruitment, Hiring, & Retention
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## OBJECTIVES

<p>Cops vs. Kids Basketball</p> <p>Utilize Cable Access</p> <p>Enhance Social Media</p> <p>Outreach to underrepresented groups</p> <p>Create better measurement tools</p> <p>Use data to reward officer efforts</p> <p>Participate in more formal committees</p> <p>Community education events</p> <p>Community survey</p> <p>Increase engagement at schools</p>	<p>Evaluate policies to ensure they reflect vision, mission, FIP, and PJ</p> <p>First priority given to policies that are most relevant to the community</p> <p>Reorganize and restructure</p> <p>Distribute and train officers on new policies</p> <p>Utilize outside resources to accomplish goals</p>	<p>Comply with new State mandates</p> <p>Research and implement more web-based training</p> <p>Track training to ensure a connection to strategic plan</p> <p>Better inform the public of training priorities and successes.</p> <p>Grant pursuit to offset training costs</p> <p>New methods of delivery of education topics to public</p> <p>Increase cooperative learning with non-police agencies</p>	<p>Data driven patrol</p> <p>Utilize community contacts to identify problem areas</p> <p>Web-based forum to inform police</p> <p>Increase partnership with city and county to remedy problem areas</p> <p>Utilize PJ to enhance message during traffic stops</p> <p>Recognize and reward traffic safety efforts</p>	<p>Utilize wide range of resources to identify crime and disorder issues</p> <p>Establish strategies to mitigate identified problems</p> <p>Enhance means by which public is notified of crime trends</p>	<p>Identify officer to lead the program</p> <p>Obtain employee input</p> <p>Department survey</p> <p>Resource guide for employees and families</p> <p>Enhance chaplain program</p> <p>Educate officers about available resources</p> <p>Develop an Early Intervention System</p>	<p>Revamp employee evaluation process</p> <p>Employees evaluated by their attainment of goals in support of strategic plan</p> <p>Quarterly meetings to evaluate progress</p> <p>Supervisor training in employee development</p> <p>Continue and enhance mentorship program for new hires</p>	<p>Review and update the complaint process</p> <p>Consistency in recording and tracking complaints</p> <p>Officers educated about the process</p> <p>Complaints forms more readily available</p> <p>Improve transparency to the public about the process</p> <p>More visibly share officer commendation to other officers and the public</p>	<p>Increase applicant pool</p> <p>Increase pool of diverse applicants</p> <p>Increase efforts in high schools, colleges, job fairs, etc.</p> <p>Use strategic plan to brand and market to potential candidates</p> <p>Improve officer interview selection process</p> <p>Develop retention strategies</p>
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