

DEPARTMENT GOALS AND OBJECTIVES FOR 2009

GOAL #1: To continue incrementally implementing department wide change.

Objectives: Identify any new positions or assignments that need to be modified due to the changing financial environment and community needs in order to maintain a high level of service to the citizenry.

Prepare and distribute position-opening announcements for any anticipated vacancies.

Conduct position-opening interviews in order to select the most suitable candidates for any anticipated vacancies.

Explore the civilianization of non-operational assignments currently staffed by sworn officers.

Fill any vacancies through a series of incremental transfers.

Provide any needed training for newly transferred personnel.

GOAL #2: To continue upgrading and enhancing systems, equipment and programs.

Objectives: Continue to integrate and upgrade automated information management throughout the department.

Explore the acquisition of a system for the collection, preservation and authentication of digital (audio) evidence.

Continue to review, revise and update all department publications used for public dissemination.

Continue to provide all employees with professional development opportunities and training, as needed.

GOAL #3: Prepare for the 2009 CALEA and CFA reaccreditation process.

Objectives: Complete any needed written directives to comply with departmental reorganization and accreditation updates.

Conduct pre-assessment training and component inspections prior to the mock assessment.

Continue to ensure that copies of needed reports, used as proofs of compliance, are collected on a regular basis.

Continue the utilization of the Records Unit for the purpose of compiling accreditation proofs.

GOAL #4: Maintain consistency of crime fighting methodology and management application in all components.

Objectives: Conduct regularly scheduled command and district staff meetings to ensure the consistent and uniform exchange of crime analysis data and formulate uniform enforcement strategies.

Include additional supervisory and line personnel in district meeting presentations.

Conduct regularly scheduled staff meetings to ensure the consistent and uniform exchange of managerial and department needs.

Facilitate responses to any identified problematic issues that may arise.

Utilize information technology such as the MPDIDS to disseminate timely intelligence information geared toward reducing criminal activity.

Continue to reach out to our partners and stakeholders in the community we serve and work together to solve problems.