

DEPARTMENT GOALS AND OBJECTIVES FOR 2011

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.

Realign the department's organizational structure to facilitate accountability and ensure adequate managerial oversight.

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: Prepare for upcoming personnel changes that will occur due to DROP retirements and normal attrition factors in 2011.

Objectives: Identify which positions and ranks will be affected.

Strategically plan for the transition of supervisors and mid-managers, utilizing incremental re-assignments.

Begin to prepare and train officers who are on current eligibility lists to be able to assume the duties of their next assignment with a minimum of difficulty.

Train all appropriate personnel as needed.

GOAL #3: To continue upgrading and enhancing systems, equipment and programs.

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

Complete the acquisition of a digital audio recording system for the collection, preservation and authentication of 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.

Continue to update and upgrade the department fleet by systematic acquisition of vehicles.

GOAL #4: Ensure that the department maintains CALEA and CFA accredited status.

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

Issue written directives as each is completed.

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 #5: 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.

GOAL #6: To continue ensuring adherence to the department's Vision, Mission and Values Statement.

Objectives: Encourage all supervisors and commanders to promote through word and action the importance of our Vision, Mission and Values.

Employ the spirit of the Vision, Mission and Values in documents created for distribution throughout the department.

Develop a Roll-Call Training lesson plan for dissemination at appropriate staff meetings in all bureaus.