

# Rose Hill Police Department

## Strategic Plan 2017-2021

### **1. Enhance the Rose Hill Police Department's commitment to our community policing philosophy through public education and citizen engagement.**

#### **Strategies**

- Review and update the department's mission statement.
- Continue the use of Social Media to communicate with citizens.
- Enhance involvement in youth and school-based programs (i.e. School Resource Officer, Cadets)
- Research the feasibility of bringing back the Crime Stoppers Program.
- Conduct training as needed on the topics of community policing and problem solving.
- Continue to engage citizens through education and participation.
- In partnership with the community, identify issues/concerns and work to resolve them.
- Form partnerships with USD 394 and Butler College to develop presentations geared toward educating citizens on crime awareness and prevention.
- Seek volunteerism opportunities within our community (i.e. Coaching, Committee/Board Participation)
- Seek opportunities to mentor youth within our community.

### **2. Enhance the Department's equipment and technology capabilities to improve professionalism and police services.**

#### **Strategies**

- Research new software to improve documentation of police incidents (Records Management System (RMS), Basecamp, etc.)
- Acquire new and upgrade existing equipment that will improve performance and the internal working environment.
- Search for grant money available to fund equipment and technology enhancements.
- Provide technology training to department members.
- Update and maintain current RHPD's portion of the City's Asset Management Inventory List.
- Research and update the color and decal scheme for the department's fleet.
- Research and diversify the fleet of patrol vehicles (SUV, Dodge Charger, Pickups)

### **3. Enhance the quality of criminal investigations and reporting.**

#### **Strategies**

- Continue educating Department members on investigative techniques and changes in procedures through training, advisories and possible assignment rotations.
- Develop and maintain high standards for the report writing skills of each member.
- Improve case management accountability on case follow-ups through case closure.
- Encourage follow-up on criminal cases and reward quality performance.
- Enhance training efforts on report writing for Department members.
- Research and develop a mechanism to provide victims with investigation status and feedback.
- Supervision to hold officers accountable for poor quality documentation or follow-up.
- Document and Issue Indicators for reports/paperwork that lack basic needed information, are inaccurate or poorly written.

### **4. Strive to enhance the health, well-being and professionalism of Department members.**

#### **Strategies**

- Continually review the Department's response to critical incidents.
- Provide training on law enforcement trends and issues matching the needs of department members and community to enhance effectiveness, improve quality of service and emphasize core values.
- Continue to educate Department members on proactive and preventive resources.
- Provide educational program information to increase the health and well-being of department members on maintaining health and fitness, (emotional health, nutrition, etc.)
- Research and continue to offer training classes in defensive tactics and equipment usage.
- Expand the availability and increase the usage of Electronic Learning (E-Learning) opportunities.
- Explore and set up team building exercises and activities.
- Conduct monthly departmental meetings.

### **5. Research and enhance the Rose Hill Police Department's Reserve Unit.**

#### **Strategies**

- Conduct a thorough analysis of the department's reserve program and implement any needed changes.
- Review and update Policies and Procedures for this unit.
- Develop and maintain a procedure to electronically track, monitor and coordinate Police Reserve activities.

- Utilize standard marketing techniques to advertise and maintain the Police Reserve Program.
- Research the current training curriculum and length of training of the Police Reserve Program.
- Explore continued partnership opportunities with the Sheriff's Office to regularly administer a joint Reserve Academy.
- Ensure minimum standards are maintained through accountability and professionalism.

## **6. Research and enhance the Rose Hill Police Department's K-9 Unit.**

### **Strategies**

- Conduct a thorough analysis of the department's K-9 program and implement any needed changes.
- Attend outside and build internal training opportunities when scheduling permits that are beneficial to and fit the RHPD K-9 program guidelines.
- Review and update K-9 Policies and Procedures.
- Schedule proactive, regular uses of the K-9 throughout the community enhancing drug detection opportunities.
- Develop and maintain partnerships with area departments with K-9 programs.

## **7. Update department processes and procedures to become more effective and efficient.**

### **Strategies**

- Research and create a fleet replacement plan.
- Research and create a shift schedule that is conducive to the staffing assigned to the department.
- Research and complete a reorganization for the police department.
- Research and implement the use of part time officers for the department.
- Research and explore opportunities to eliminate duplication of efforts/work for better efficiency.
- Update and maintain current the Department's Policy and Procedure Manual.
- Research and maintain current RHPD contracts and agreements to ensure all information is up to date.
- Explore cross training opportunities of various departmental positions, duties and functions for efficiency purposes.
- Proactively enhance interdepartmental teamwork, cooperation and communication efforts among all members of the City of Rose Hill.