

Rose Hill Police Department
Strategic Plan 2022 - 2027

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

Strategies

- Continue the use of social media to communicate with citizens.
- Diversify and expand different forms of social media used to increase the department's messaging.
- Enhance involvement in youth-based programs.
- 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 (neighborhood watch and community events).
- 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.
- Develop resources for staff when dealing with individuals in crisis situations, to better handle their needs.

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

Strategies

- Acquire new and upgrade existing equipment that will improve performance and the internal working environment.
- Develop a replacement rotation schedule to replace current departmental equipment on a set schedule
- 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.
- Continue to diversify the fleet of patrol vehicles (SUV, Sedan, Pickups).

3. Enhance the quality of criminal investigations and reporting.

Strategies

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- 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.
- Implement 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 through after-action reviews and meetings.
- 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.)
- Make available quarterly sessions with a mental health professional and/or peer-to-peer counseling for all department staff.
- Have all department staff attend Critical Intervention Training (CIT).
- Research and continue to offer training classes in defensive tactics and equipment usage.
- Increase the usage of Electronic Learning (eLearning) opportunities.
- Explore and set up team building exercises and activities.
- Continue to Conduct monthly departmental meetings.
- Develop a plan to reward department members for maintaining physical fitness standards

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

Strategies

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- Conduct a thorough analysis of the department's reserve program and implement any needed changes.
- 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.
- 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.
- 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

- Maintain the 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.
- Ensure that at least two staff members know or are part of each specialized function such as firearms, armorer, TAC, etc....