

Columbia Heights Police Department Strategic Plan 2017



Strategies and Action Plan

Mission Statement

The Columbia Heights Police Department is committed to active partnerships with the community in order to protect life and property, innovatively solve problems, and enhance the safety and quality of life in the communities we serve.

Committed Helpful Professional Dedicated

Strategy 1: Implement problem oriented policing strategies through collection and analysis of data on patterns of crime and disorder for the purpose of focusing crime reduction efforts.

Objective: Continue to utilize best practices for targeting crime, disorder, violent offenders, and crime locations/zones and people.

Action Steps	Person Responsible	Action Status	Target Date(s)
Crime Mapping and Statistics	Police IS Specialist Sergeant (backup)	<ul style="list-style-type: none"> Continue to make information user-friendly and helpful in determining actual crime patterns and trends Additional program-specific statistical data; i.e. thefts, domestics, frequent people Officers to make regular use of IQ browser to identify crime trends Create database for businesses and residences that have CCTV surveillance and create partnership for investigative purposes 	Weekly Reports Daily
Targeting Hotspots/Disorder	Captain Austin Sergeants Patrol	<ul style="list-style-type: none"> Daily review of hotspots, persons, and crimes by type through internal and external reports (LEXISNEXIS). Officers to monitor for observed problems to be remediated through the SARA model or other remediation as needed. All three patrol shifts as well as SCU, DTF, SRO's and investigations contribute to weekly hotspot intel and form updating 	Weekly assignments with Daily monitoring and updating as necessary
CH Street Crimes Unit	Captain Austin POP Sergeant	<ul style="list-style-type: none"> Redeploy Street Crimes Unit and maximize potential using Hot Spot Summary and interagency relationships 	No later than April 1, 2017
Saturation Detail (All Hands Day)	POP Sergeant	<ul style="list-style-type: none"> Host at least two saturation events, including on the last day of school and CHHS Homecoming with the possibility of third, if necessary, utilizing both proactive enforcement and/or community oriented policing methods 	Last day of school (TBD) and Homecoming (TBD)
Juvenile Accountability (a) Curfew	School liaisons and Patrol Patrol	<ul style="list-style-type: none"> Continuing emphasis incorporating patrol/school liaisons. Communicate hours/statutes to schools and students just prior to end of school year Educate parents regarding current curfew statutes, including those that affect parents/legal guardians of willful disobedience Explore new ways to communicate curfew statutes, i.e., (School District Calendar, flyers in squads, CHPD branded magnetic calendars) Continuous monitoring and enforcement emphasis, trend analysis to include increase use of social media monitoring by SROs 	School year April 2017 Ongoing

Target Repeat Offenders	Sworn staff (incorporate patrol)	<ul style="list-style-type: none"> Continue to invite Anoka County probations to partner Regularly scheduled intelligence meetings <ul style="list-style-type: none"> CISA & CID Probation sweeps 	Ongoing
	POR Officers	<ul style="list-style-type: none"> Regular monitoring of POR offenders by POR Officers to be done at least twice a year per offender, with case-by-case considerations for further monitoring 	Ongoing
	POR Officers	<ul style="list-style-type: none"> Train patrol on POR MDT returns and County Attorney recommendation for non-compliant PORs 	Spring 2017 Roll Call
	School Liaison Officers	<ul style="list-style-type: none"> Continue working relationship w/Juvenile probation (Anoka and Hennepin) 	
Domestic Violence Response	Patrol Patrol/Sergeants	<ul style="list-style-type: none"> Utilize the DART program Continue to utilize DART trifold that can be handed out on scene by officers. Issue on all domestics. Utilize Hot Spot Summary to address repeat offenders/addresses. 	Ongoing
	Sgt Markham	<ul style="list-style-type: none"> Alexandra House services roll call training All Officers will tour Alexandra House 	October 2017 Ongoing
Target: Resource Development	Chief & Captain	<p>Plan Development that includes:</p> <ul style="list-style-type: none"> Identification of internal and external resources Searching for resources and establishing partnerships that expand our capacity to accomplish our mission Look at LEADS online 	Ongoing

	Sgt Pletcher	<ul style="list-style-type: none"> • Continue community Heart Safe trainings on monthly or quarterly basis, utilizing community stakeholders to host events as well as frequent CHPD/CHFD sponsored events • Continue to update AED location list/registration within City; add Hilltop to Heart Safe Partnership • Continue to develop Multicultural Advisory Committee, maintaining monthly meetings and creating/hosting 3 dialogues annually – with one centered around youth outreach (partner with ISD 13) 	Ongoing
Police/Youth Initiative	<p>Invest Sgt School Liaisons Assigned Staff Patrol Non-Sworn Staff COP Committee</p> <p>Sgt Markham CSOs COP Coordinator</p>	<p>Plan development that includes:</p> <ul style="list-style-type: none"> • Continued progress in connecting with community's youth • Collaboration of community partners focused on youth • Youth outreach with goal of 6000 contacts for Cops N Kids <ul style="list-style-type: none"> ○ Teen Academy ○ BBBS ○ Explore deeper partnerships w/Recreation & ISD 13 ○ DARE • Collaboration with ISD 13 on Bullying program • Collaborate with Library and explore other partnerships within City • Collaborate with CHFD on Heart Safe • Implement open gym basketball tournament to include officers on teams and reinforce program participation for summer • Introduce soccer to open gym and determine venue • Do walk-thru on other open gym nights • Bike give-back 	<p>Ongoing</p> <p>April 1, 2017</p> <p>April 2017</p>
Collaboration with Businesses, Schools, city departments, and other entities on common issues and resource sharing to maximize results	COP Coordinator Captain Sergeants Chief	<ul style="list-style-type: none"> • Continue redevelopment opportunities in Sheffield, Circle Terrace and other identified opportunities • Open Circle Terrace Building and implement programs utilizing partnerships, and staff with police officers on a weekly basis • Expand on proactive partnerships to maximize results/expand funding • Revamp BW trainings to encourage attendance • Sustain current partnerships and look for 10 future partnerships: <ul style="list-style-type: none"> ○ Increase information sharing; i.e. suspect photos 	Ongoing

Peer Level Communication		<ul style="list-style-type: none">• Committee chairs and team leads are responsible for communicating regular activities to other department members (business watch, DTF, SCU etc.)• Use police calendar to improve communication of department events• Coffee with the Chief – Meet with each employee	2017
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Strategy 4: Assure police accountability to keep the department and its officers functioning properly and focused on the City and Department’s mission, values and goals.

Objective: Develop a comprehensive accountability matrix and conduct management studies to give department management a balanced view of organizational performance.

Action Steps	Person Responsible	Action Status	Target Date(s)
Quarterly review	Chief Nadeau Captain Sergeants Office Supervisor	<ul style="list-style-type: none"> • Division activity and review which includes tracking performance by calls for service, crime stats, arrests, citations issued and other performance measures as relevant • Review department budget • Policing teams performance review • Progress review of Strategic Plan with line staff • All Department to attend at least one quarterly Strategic Planning Review • Midyear stakeholder plan check in meeting/grading 	Quarterly at Supervisor Meetings
Plus-Two Initiative	All Staff	<ul style="list-style-type: none"> • Track COP Hours w/ current system (20 hours minimum) • Encourage increase in total department involvement/effectiveness 	Quarterly
Employee Evaluation and Feedback	Captain Sergeants Patrol Sergeants Fischer & Johnston	<ul style="list-style-type: none"> • Continue of review system tied to quarterly reviews • Quarterly evaluations are completed collaboratively with the employee during a quarterly meeting • Community Survey 	Ongoing 2017

Strategy 5: Ensure that Police Employees are sufficiently trained and properly equipped to perform their job tasks at a high level.

Objective: Develop a department-wide training plan that emphasizes personal development, high performing teams, and addresses both skill and knowledge-based training. Ensure police department has equipment and supplies suitable to carry out job related tasks.

Action Steps	Person Responsible	Action Status	Target Date(s)
Identify training needs of sworn staff with an emphasis on consistency, quality, and staff development	Captain Sergeants Training Committee Patrol	<ul style="list-style-type: none"> • Yearly training mandates planned and calendar posted • Individualized training as identified by employee and their supervisor • A minimum of one knowledge-based learning opportunity to be utilized in 2017 • Officer training that includes critical incident/scene management <ul style="list-style-type: none"> ◦ Active Shooter/High School • Mandatory training of sworn staff in areas defined as essential (see attached) • Follow-up in Quarterly/Annual evaluations to ensure officer training needs are being met • Communication of training events intra-departmentally through police calendar • Department trained on less than lethal • Department goes through 40 hour CIT training • Department goes through protest and riot training • Department goes through implicit biased training • Department to be trained on police rights (such as being filmed) 	1 st Quarter 2017 Ongoing March 2017 Ongoing
Identify training needs of non-sworn staff with an emphasis on consistency, quality, and staff development	Office Supervisor	<ul style="list-style-type: none"> • Yearly training mandates planned prior to beginning of year and calendar posted • Mandatory training of non-sworn staff in areas defined as essential (see attached) • Individualized training as identified by employee and their supervisor • A minimum of one knowledge-based learning opportunity to be utilized in 2017 	

Identify and acquire required equipment and supplies	Chief Nadeau Supervisors Police IS Specialist	<ul style="list-style-type: none"> • Maintain a retention/ replacement schedule for technology purchases where applicable • Professionally budget and find alternate revenue streams for required equipment and supplies • Continue funding for college reimbursement for employee professional development and seek improvements to current policy 	Budget related items to coincide with city process
Expand efforts in employee wellness	Sergeant Wellness committee	<ul style="list-style-type: none"> • Annual meetings with wellness coach • Facilitate exercising on-duty • Continue seeking new wellness trainings/initiatives, including roll-call trainings and EAP program • Add 2 additional wellness coaches 	Ongoing Quarterly meetings January

12/02/2016