

City of Sherwood Police Department

2013-14 Strategic Plan

The City of Sherwood Police Department's (COSPD) Strategic Plan establishes the department's purpose, establishes the prioritization of strategies and delivery of services, and sets the department's goals. It should not be viewed as a rigid or all-inclusive list of the organization's initiatives or work activities. The plan includes the following:

- COSPD's purpose, which includes our mission, vision and organizational values.
- The COSPD Community Policing Plan, which is a visual graphic that establishes the prioritization of strategies and delivery of services and demonstrates how department activities are focused on core service areas, meeting the department mission and moving the agency toward the stated vision.
- COSPD goals for the next fiscal year.

Our Purpose is to Serve

COSPD is a publicly funded, municipal government agency that is vested with tremendous responsibility and trust. As such, it is imperative that we remain open and transparent, hold ourselves accountable and abide by the following standards:

- Adherence to the highest level of professionalism and integrity,
- Abide by Industry Best Practices,
- Apply sound business management principles, and
- Operate as a Values-Based organization

As a service-oriented public agency, we recognize that we exist for the Community. We adhere to Sir Robert Peel's philosophy that the police are the public and the public are the police. We consider it a privilege to serve the Sherwood Community. Whether it's a true emergency, a life threatening situation, or merely a situation where someone needs help or assistance, we will exceed the expectations of our customer.

Our Mission Statement

The City of Sherwood Police Department is dedicated to providing a safe and secure environment and preserving the quality of life for its citizens and community.

Our Vision for the Organization

The men and women of the Sherwood Police Department are a highly respected police agency that exemplifies the pinnacle of law enforcement. We strive to be technically superior and constantly evolving. We are an agency of destination for professional law enforcement officers. We will continue to remain flexible while keeping ahead of growth; always providing the

highest level of service possible and we will establish ourselves as pacesetters in the law enforcement community.

Our Organizational Values

Integrity: We are upright in action and resolute in our conviction.

Professionalism: We exude character; demonstrate competence & proficiency and value training.

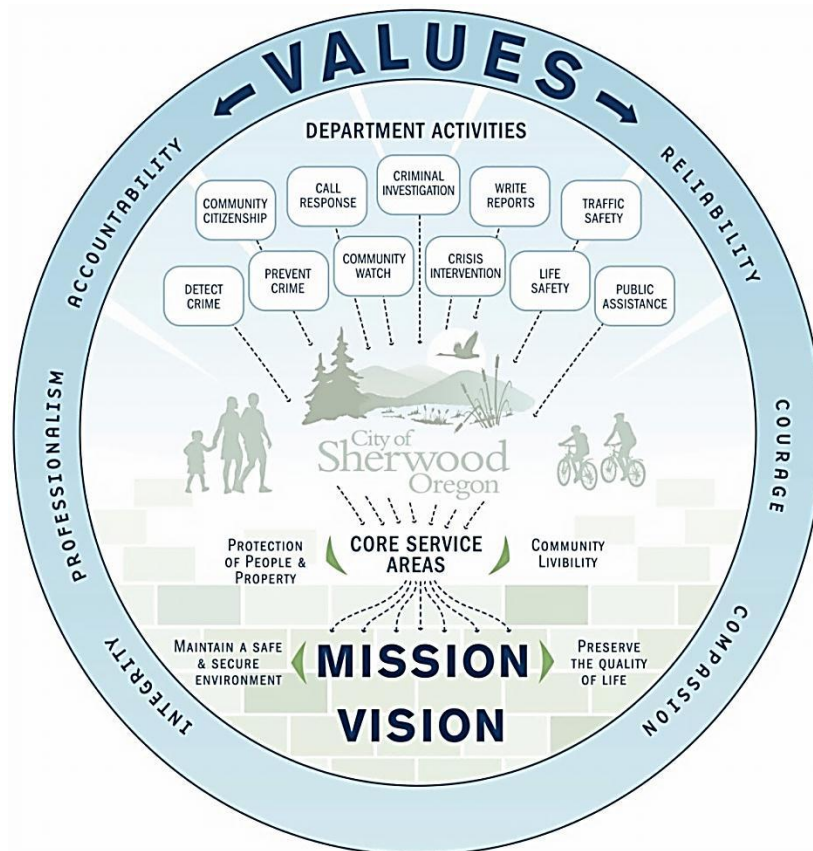
Accountability: We are responsible, self-disciplined and transparent.

Reliability: We are vigilant, responsive and steadfast.

Courage: We demonstrate strength in the face of danger or uncertainty.

Compassion: We are understanding, human and kind.

Our Community Policing Plan



The Community Policing plan provides a visual depiction of how we police the Sherwood Community, and how everything we do is significant and value-based. A plan cannot anticipate every incident we might face, or every decision we may need to make and no amount of

training and preparation can cover every situation that will confront members of our organization. The Community Policing Plan was developed to provide a framework of how and why we do what we do, in any given situation.

Since we are a Value-Based organization, the entire graphic is surrounded and framed by our organizational values. Since everything we do must remain inside the limits of our values, they serve as our boundaries and filter. We will absolutely do the right thing, for the right reason at the right time. When deciding the appropriate course of action, the first things we consider are our values.

Across the top of the graphic are listed the eleven (11) general Department Activities. Every police activity and everything we do and every service we provide fits into one of these Department Activities, as listed below:

- **Community Citizenship** includes such things as participation at community events, attending neighborhood meetings, supporting charities, personal community involvement and community service.
- **Call Response** includes both emergency and non-emergency requests.
- **Criminal Investigation** includes the initial scene response to major events, evidence collection, victim assistance, ongoing case investigation and follow-up with prosecutors.
- **Write Reports** (Event Documentation) includes the documentation we provide for certain events and incidents.
- **Traffic Safety** includes traffic stops, enforcement actions, red light camera monitoring, crash response and investigation, DUII enforcement, delivery of educational talks, child safety seat clinics and traffic surveys.
- **Detect Crime** includes focused patrols, business checks, residential checks, citizen contacts, traffic stops and our K-9 Program.
- **Prevent Crime** includes routine uncommitted patrol through neighborhoods and business areas, special patrols, focused patrols, Night Eyes, K-9 Program and crime prevention surveys.
- **Community Watch** includes working with businesses, churches and neighborhood associations to combat crime. It also includes certain crime prevention activities like National Night Out and Night Eyes.
- **Crisis Intervention** includes working with individuals in crisis, including mental health and/or social crisis. It includes resource referral, detoxification, protective custodies, service vouchers and Chaplaincy.
- **Life Safety** includes the training, equipment and actual intervention in life threatening emergencies, conducting welfare checks and code enforcement.

- **Public Assistance** includes assisting motorists, providing resources, service vouchers and supporting local assistance programs.

Near the middle of the graphic, we have identified our two (2) Core Service Areas, which are the protection of people and property and community livability. These two areas are critical to accomplishing our Mission. Members of the community must feel safe and trust that their property is safe, and they must never lose the sense of safety and community livability that they value in Sherwood.

Every one of the Department Activities helps address the Core Service Areas and solidifies the sense of safety and livability our Community appreciates and values.

The graphic provides a clear sense of flow and connection showing how everything we do leads us to accomplishing our Mission of providing a safe and secure environment and preserving the quality of life for the Community.

The Department Activities serve as benchmarks for the delivery and levels of service, and provide the rationale and justification for department resources.

Department Goals

The following goals are established for the 2013-2014 Fiscal Year;

1. Continue to address the growing issue and concern of Domestic Violence in the Sherwood Community. This will involve a greater level of participation by first responding police officers, detectives and supervisors.
 - a. Goal for the 2013-2014 FY is to enhance our patrol response plan, increase supervisor oversight, establish a mandatory 24 hour follow-up plan for survivors and engage community partners.
2. Address the growing incident of drug activity and complaints in the Sherwood Community. This will involve greater use of current resources, continued partnerships with regional resources and the addition of support resources.
 - a. Goal for the 2013-2014 FY is to re-establish our presence in the Washington County drug team and increase drug follow-up by re-staffing the 2nd Detective position.
3. Formalize and finalize a response to the problem of youth substance abuse in the Sherwood Community. This will involve the ongoing work of the Youth Substance Abuse Team and the continued allocation of partnerships and resources to maintain the program.
 - a. Goal for 2013-2014 FY is to solidify the efforts of the working group and get the actual Team functioning with referrals.

4. Establish a police staffing sustainability plan to address the ongoing and future needs of police staffing. This will involve the ongoing commitment of City Council.
 - a. Goal for 2013-2014 FY is to hire staffing to meet 2008-2009 budgeted allocation and develop a police staffing plan that will maintain a 3-car patrol force 24 hours a day.
5. Maintain department Accreditation status and begin staffing for re-accreditation. In order to maintain Accreditation status, the department must submit annual reports and must successfully pass an on-site evaluation every three (3) years.
 - a. *Goal for 2013-2014 is to hire appropriate staff to meet the ongoing demands of the Accreditation process*