

City of Sherwood Police Department

Strategic Plan

Sherwood City Council Goal #4-Public Safety

Provide for the safety and security of the community and its citizens.

As a part of, and in coordination with goal #4 of the Sherwood City Council, the Sherwood Police Department's strategic plan establishes the department's prioritization and delivery of services and sets the department's strategic objectives and goals for the coming year. This strategic plan is complimentary to the city's mission statement. It should not be viewed as a rigid or all-inclusive list of the organization's initiatives or work activities. The plan includes our:

- Purpose
- Mission and Vision Statements and Organizational Values
- Strategic Objectives
- Goals

Our Purpose

The Sherwood Police Department is a publicly funded municipal government agency whose primary purpose is to serve the community. We have tremendous responsibility and are given unique 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 value based organization

As a public agency, we exist for the community and believe in the philosophy that the police are the public and the public are the police. We believe that law enforcement is a fundamental and critical service to the community and must be maintained as a priority.

Our Mission Statement

The Sherwood Police Department is dedicated to providing professional law enforcement services and preserving the quality of life for its citizens and community.

Our Vision for the Organization

The Sherwood Police Department is a highly respected law enforcement agency. We strive to be technically superior, highly trained and constantly evolving. We work to remain an agency

of destination for law enforcement professionals. We seek to remain flexible while keeping ahead of growth; always providing the highest level of service to our 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 Strategic Objectives:

1. **Safety:** Doing everything we can to keep the community safe and out of harm's way.
2. **Quality of Life:** Working to make our community a place people enjoy.
3. **Professionalism:** Being responsible, honest and accountable.
4. **Sustainability:** Maintain diverse and productive levels of service over time.
5. **Relationships:** Cultivating partnerships with the community, other organizations and peers.
6. **Transparency:** Operate in a manner that is easy for the community to see what we do and why.
7. **Progressive:** Adapting, evolving and changing; staying up to date with ideas, technology and strategies.

Immediate Goals

1. Strengthen existing patrol schedule/staffing to:
 - a. Maintain an acceptable level of safety for citizens and officers
 - b. Provide sustainable scheduling for 2 officer minimum and handle impacts such as officer illness, injury, FMLA, military service & other leaves; maintain officer life/work balance
 - c. Enhance support for special events
 - d. Provide staffing to free up SRO and traffic officer to focus on assigned duties
 - e. Continue to enhance our response to domestic violence
 - f. Enhance policing of trails and open spaces
2. Strengthen non-sworn administrative support staffing to:
 - a. Provide assistance with training logistics
 - b. Provide program support for new and/or desired programs like police reserves and enhanced volunteers, community academy and administrative reporting

- c. Manage and maintain department accreditation status by submitting annual reports and facilitating an on-site evaluation every three (3) years
3. Enhance investigative resources/staffing to:
 - a. Address illicit and prescription drug activity and complaints in cooperation with county resources
 - b. Provide investigative resources to crimes such as business fraud & embezzlement, metal thefts, organized retail thefts, stolen cars, domestic violence, residential and commercial burglaries
 - c. Allow for enhanced response to child exploitation cases
4. Enhance school policing effort:
 - a. Add additional SRO to assign to elementary & middle school
 - b. Begin youth prevention curriculum

Future Goals

- Develop and implement a neighborhood based crime prevention program for residents that is delivered by patrol officers
- Develop and implement a retail crime program or commercial crime unit that targets organized retail theft, commercial crimes and focuses on commercial/business crime response, investigation & prevention delivered by police officer(s)
- Further enhance drug investigations by adding full-time narcotics officer
- Increase level of supervision to assist with patrol and special projects by adding additional police sergeant