

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 the public safety goal 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 goals and objectives. 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, Vision and Values
- Strategic Goals
- Objectives
- Community Policing Graphic

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.

Strategic Goals:

1. **Safety:** Strategic policing to maintain and enhance community and officer safety.
2. **Relationships:** Cultivating trust with the community, businesses, other organizations and peers through transparency, professionalism and outreach.
3. **Sustainability:** Maintaining diverse and productive levels of service commensurate with community needs and expectations
4. **Quality of Life:** Elevating community livability through the use of relational policing.
5. **Progressiveness:** Staying ahead of ideas by adapting, evolving and changing through technology and strategies.

Objectives:

1. Enhance department staffing to:
 - a. Provide an acceptable level of safety for citizens and officers (*SAFETY*)
 - b. Provide sustainable scheduling for 2 officer minimum, that will address impacts such as officer illness, injury, FMLA, military service & other leaves; maintain officer life/work balance (*SAFETY & SUSTAINABILITY*)
 - c. Add an additional patrol sergeant to increase supervision, reduce risk and assist with special projects (*SAFETY, RELATIONSHIPS & SUSTAINABILITY*)
 - d. Add an additional SRO(s) to accomplish #4a (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)

- e. Add an additional detective to accomplish #3b,c (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
 - f. Add a narcotics officer; assigned to county drug team to accomplish #3a (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
 - g. Add a Community Service Officer (*RELATIONSHIPS, SUSTAINABILITY & PROGRESSIVENESS*)
 - h. Enhance support for special events and develop neighborhood based crime prevention program for residents (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
 - i. Establish a local traffic safety committee (*RELATIONSHIPS, QUALITY OF LIFE & PROGRESSIVENESS*)
 - j. Anticipate and respond to continued community growth (*SAFETY, SUSTAINABILITY & PROGRESSIVENESS*)
 - k. Continue to enhance our response to domestic violence (*SAFETY*)
 - l. Maintain strong proactive policing efforts (*QUALITY OF LIFE, RELATIONSHIPS & PROGRESSIVENESS*)
 - m. Maintain and improve call response times (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
 - n. Enhance patrol visibility (*RELATIONSHIPS & QUALITY OF LIFE*)
 - o. Enhance policing of trails and open spaces (*SAFETY & QUALITY OF LIFE*)
2. Strengthen non-sworn administrative support staffing to:
- a. Provide assistance with administrative logistics (*SAFETY & SUSTAINABILITY*)
 - b. Provide program support for new and/or desired programs like police reserves and enhanced volunteers, community academy and administrative reporting (*SUSTAINABILITY*)
 - c. Manage and maintain department accreditation status by submitting annual reports and facilitating an on-site evaluation every three (3) years (*RELATIONSHIPS*)
3. Enhance investigative resources to:
- a. Address illicit and prescription drug activity and complaints in cooperation with county resources (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
 - b. Provide investigative resources to crimes such as business fraud & embezzlement, metal thefts, organized retail thefts, stolen cars, domestic violence, child abuse and exploitation, residential and commercial burglaries (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)

- c. 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) (*SAFETY, RELATIONSHIPS & QUALITY OF LIFE*)
- 4. Enhance school policing effort to:
 - a. Maintain and enhance youth prevention curriculum (*RELATIONSHIPS & QUALITY OF LIFE*)

The following is a visual depiction of this strategic plan in action. All the above goals and objectives are accomplished through specific department activities which lead to the fulfillment of the department mission.

