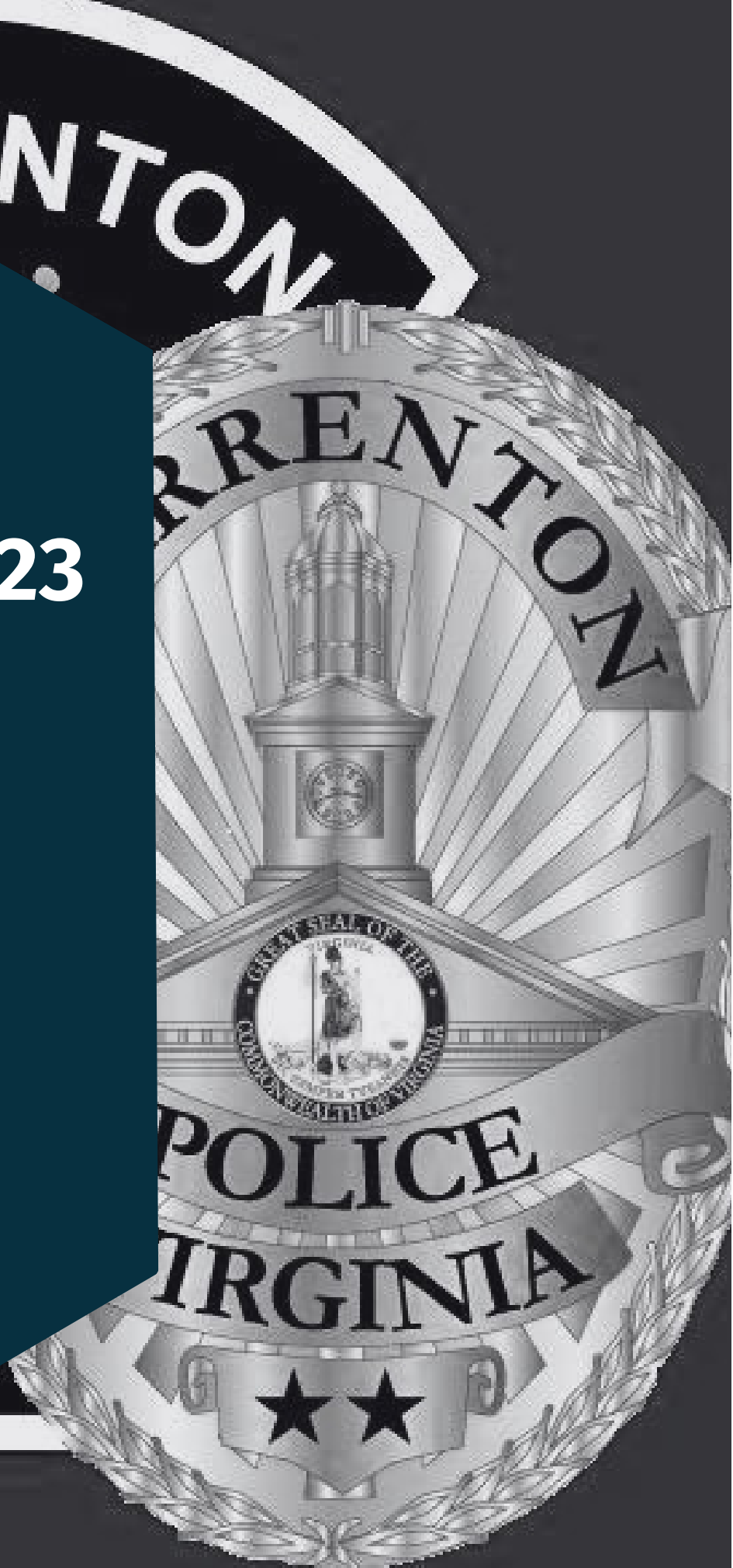


FY 2022-2023 Strategic Plan

Warrenton Police
Department

Prepared by
Chief of Police, Michael P. Kochis



THE WARRENTON POLICE DEPARTMENT

Mission

The mission of the Warrenton Police Department is to work in partnership with the residents and businesses of our community to provide a safe and secure environment. With community service as our foundation, we are driven to enhance the quality of life by providing effective law enforcement services through transparent and impartial policing.

Vision

Building Trust Together

Values

Leadership:

Every employee within the Warrenton Police Department is a leader. Leadership is a mindset that is expected of every employee.

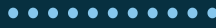
Integrity:

Integrity is at the foundation of public trust. Employees of the Warrenton Police Department will be held to the highest ethical standards.

Transparency:

Transparency is critical to maintaining the public's trust. We strive to be transparent in every aspect of the Warrenton Police Department.

GOAL 1: PROACTIVE PUBLIC SAFETY STRATEGIES



Develop strategies to reduce crime and improve the quality of life for those who reside in and visit Warrenton.

Objective 1:

Identify and develop expertise to address current and emerging crime trends to include quality of life concerns.

Action items:

- 1.1.1. Identify crime mapping software utilizing current Central Square Software
- 1.1.2. Identify key times for calls for service and move resources to address those times
- 1.1.3. Work towards hot spot policing strategies combining GIS, crime data and police officer deployment.
- 1.1.4. Reduce reportable traffic crashes by 10%
- 1.1.5. Reduce part 1 crime by 20%

Timeline of performance measure:

- 1.1.1 Year 1
- 1.1.2 Year 1
- 1.1.3 Year 2
- 1.1.4 Year 1
- 1.1.5 Year 2

Objective 2:

Create and update assignments in order to stay current with policing in the twenty-first century.

Action items:

1.2.1 Create a formal traffic safety program, which includes an enforcement component to work in conjunction with the traffic safety workgroup

1.2.2 Continue to keep Criminal Investigations fully staffed to ensure incidents are followed up in a timely manner

1.2.3 Create a K-9 unit utilizing existing resources and staffing

Timeline of performance measure:

1.2.1 Year 2

1.2.2 Year 1

1.2.3 Year 3

Build community policing strategies that promote meaningful partnerships and opportunities for productive interactions with the community

Goal 2: Community Partnerships and Collaboration

OBJECTIVE 1:

CREATE AVENUES OF COMMUNICATION BETWEEN THE POLICE DEPARTMENT AND THE COMMUNITY.

Action items

- 2.1.1 Create a police / business coalition similar to the church coalition.
- 2.1.2 Conduct town hall meetings in each of the towns 5 wards.
- 2.1.3 Assign an officer to each ward as their police department representative
- 2.1.4 Expand the Community Action Team to include a local Business Owner

Timeline of performance measure:

- 2.1.1 Year 2
- 2.1.2 Year 1
- 2.1.3 Year 1
- 2.1.4 Year 2

OBJECTIVE 2:

DEVELOP OPPORTUNITIES FOR COMMUNITY ENGAGEMENT.

Action items:

- 2.2.1 Create more opportunities to include the Volunteer Program in Community Events
- 2.2.2 Create a Youth Community Academy

Timeline of performance measure:

- 2.2.1 Year 1
- 2.2.1 Year 3

Goal 3: Staffing and Recruitment

Develop creative ways to attract and retain qualified candidates from across the country who represent the diverse community we serve

Objective 1: Develop a recruiting process

Action items:

- 3.1.1 Write a General Order on recruiting, laying out specific strategies to recruit a diverse workforce.
- 3.1.2 Identify a vehicle to wrap as a recruiting vehicle to be assigned to the Public Information and Community Engagement Officer.
- 3.1.3 Identify a recruiting team

Timeline of performance measure:

- 3.1.1 Year 1
- 3.1.2 Year 2
- 3.1.3 Year 1

Objective 2:
Identify ways to retain employees

Action items:

3.2.1 Create annual caps for certain assignments within the Police Department to allow for continued opportunity and movement.

3.2.2 Leverage the Office of Public Information and Community Engagement to develop regular morale and welfare events for employees.

Timeline of performance measure:

3.2.1 Year 2

3.2.2 Year 1

Objective 3:
Create internal opportunities for growth and oversight

Action items:

3.3.1 Increase staffing by 3 sworn FTE's increasing sworn staffing to 32.

3.3.2 Create a Sergeants Position in the Administrative Support Bureau.

Timeline of performance measure:

3.3.1 Year 3

3.3.2 Year 2

Goal 4: Internal Resources

Identify, develop, and enhance internal programs.

Objective 2:

Create succession planning strategy

Action items:

- 4.2.1 Create and implement a mentorship Program for potential leaders and new officers.
- 4.2.2 Develop a general order on a mentorship program
- 4.2.3 Develop a second detective to become proficient in electronic evidence retrieval and computer forensics.

Timeline of performance measure:

- 4.2.1 Year 1
- 4.2.2 Year 1
- 4.2.3 Year 3

Objective 1:

Develop accountability measures

Action items:

- 4.1.1 Utilize LEXIPOL to review all policies for legal compliance and transition to CALEA Accreditation.
- 4.1.2 Obtain CALEA, National Accreditation.
- 4.1.3 Conduct annual line inspections

Timeline of performance measure:

- 4.1.1 Year 1
- 4.1.2 Year 3
- 4.1.3 Year 1

Objective 3:

Create an officer wellness strategy

Action item:

- 4.3.1 Build upon the Peer support group by adding members.
- 4.3.2 Create a physical fitness standard for current employees and incentives to participate.
- 4.3.3 Mandate employees stay within their leave caps to ensure they take sufficient time off each year.

Timeline of performance measure:

- 4.3.1 Year 1
- 4.3.2 Year 1
- 4.3.3 Year 1

Goal 5: Training and Development

Develop and identify strategies for a well-trained workforce.

Objective 1:
Develop training standards

Action items:

5.1.1 Continue to develop leadership development plans for all supervisors

5.1.2 Develop training tracks for all disciplines

5.1.3 Develop Field Training Standards for newly promoted sergeants

Timeline of performance measure:

5.1.1 Year 1

5.1.2 Year 1

5.1.2 Year 2

Objective 2:
Identify key training personnel

Action items:

5.2.1 Identify additional Taser and firearm instructors

5.2.2 Identify additional defensive tactics and baton instructors

Timeline of performance measure:

5.2.1 Year 1

5.2.2 Year 2