

Columbia Heights Police Department Strategic Plan 2016



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 (RAIDS). 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"> Monitor activities and effectiveness of year-round POP/SCU 	Ongoing
Saturation Detail (All Hands Day)	POP Sergeant	<ul style="list-style-type: none"> Host up to three saturation events, including on the last day of school and CHHS Homecoming and at least one COP event. Focused on a specific issues or concerns, including cultural and/or criminal utilizing both proactive enforcement and/or community oriented policing methods. 	Last day of school 06/03/16. Homecoming (Oct. 2016) COP Even Date TBD
Juvenile Accountability (a) Truancy (b) 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) 	School year April 2016

		<ul style="list-style-type: none"> • Continuous monitoring and enforcement emphasis, trend analysis to include increase use of social media monitoring by SRO's. 	Ongoing
Target Repeat Offenders	<p>Sworn staff (incorporate patrol)</p> <p>POR Officers</p> <p>Chief Nadeau Sgt. Fischer</p> <p>POR Officers</p> <p>School Liaison Officers</p>	<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 • 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. • Implement city ordinance on putting a moratorium on POR Level 3's for one year. • Train patrol on POR MDT returns and County Attorney recommendation for non-compliant POR's. • Continue working relationship w/Juvenile probation (Anoka and Hennepin). • Attend "Cops N Good Guys" Meetings 	<p>Ongoing</p> <p>Ongoing</p> <p>1st Quarter 2016</p> <p>March 2016 Roll Call</p>
Domestic Violence Response	<p>Patrol Patrol/Sergeants</p> <p>Nightingale</p> <p>Sgt. Markham</p>	<ul style="list-style-type: none"> • Utilize the DART program • Follow up with domestic assault victims within 2-4 days of incident by an initial responding officer. • Implement improved DART trifold, in lieu of DART letter, that can be handed out on scene by officers. Improvements are to add contact information for Riverwind Services, MAD DADS services, case number, phone numbers, blue card victim info. Issue on all domestics. • Alexandra House services roll call training • Alexandra House community event for victims during domestic violence month in October. 	<p>Ongoing</p> <p>January 2016</p> <p>October 2016</p>
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. • Identify long term scheduling/payroll system 	<p>Ongoing</p> <p>2nd Quarter 2016</p>

		<p>well as frequent CHPD/CHFD sponsored events</p> <ul style="list-style-type: none"> • Continue to update AED location list/registration within City; add Hilltop to Heart Safe Partnership 	
Police/Youth Initiative	<p>Invest Sgt School Liaisons Assigned staff Patrol Non-Sworn Staff COP Committee</p> <p>Sgt. Markham CSO's 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 • Partnership with all schools (e.g. reading program) to include Fire Department • Collaborate with Library and explore other partnerships within City. • Collaborate with CHFD on Thursday afternoon open gym. • Collaborate with CHFD on heart safe training for CHHS students. • 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 • Explore possible partnership with New Brighton PD's Police Explorer Program 	<p>Ongoing</p> <p>April 1, 2016</p> <p>End of 2016 School Year</p>
Collaboration with Businesses, Schools, city departments, and other entities on common issues and resource sharing to maximize results	<p>COP Coordinator Captain Sergeants Chief</p>	<ul style="list-style-type: none"> • Continue redevelopment opportunities in Sheffield, Circle Terrace and other identified opportunities • Work with community stakeholders for Circle Terrace Multipurpose Community building proposal. • 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

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 • Midyear stakeholder plan check in meeting/grading 	Quarterly at Supervisor Meetings Quarterly June 2016
Plus-Two Initiative	All Staff	<ul style="list-style-type: none"> • Officers to engage in at least two extra activities based on the Plus-two attachment (one of which is COP) • Track COP Hours w/ current system (20 hours minimum) • Encourage increase in total department involvement/effectiveness 	Ongoing
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 • Explore and research options for the implementation of a “360” peer evaluation for all staff. • School Resource Officer Study 	Ongoing June 2016

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 2016 • The Story Behind Trauma and Law Enforcement training • Officer training that includes critical incident/scene management <ul style="list-style-type: none"> ⊖ Rhodium for Supervisors ⊖ FBI video • 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 	1 st Quarter 2014 Ongoing 01/12/2016
Identify training needs of non-sworn staff with an emphasis on consistency, quality, and staff development	Office Supervisor Sgt Markham	<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 2016 	
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 	Budget related items to coincide with city process

		policy	
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 	Ongoing Quarterly meetings January

12/05/2015