

Columbia Heights Police Department Strategic Plan 2015



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 • Officers to make regular use of County records browser to identify crime trends 	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. Officers to monitor for observed problems to be remediated through the SARA model or other remediation as needed. • Involve CSO w/ problem areas and code enforcement. 	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 at least one COP event. Focused on a specific issues or concerns, including cultural and/or criminal. 	May to September, unless citywide trends suggest otherwise
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. • Continuous monitoring and enforcement emphasis, trend analysis. 	School year Ongoing
Target Repeat Offenders	Sworn staff (incorporate patrol) POR Officers	<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 	Ongoing

	School Liaison Officers	<p>POR Officers to be done at least twice a year per offender, with case-by-case considerations for further monitoring.</p> <ul style="list-style-type: none"> • Share POR information with patrol, as well as adding POR spreadsheet to Weekly Hotspot Summary. • Continue working relationship w/Juvenile probation. • Attend “Cops N Good Guys” Meetings 	<p>Ongoing</p> <p>Ongoing</p>
Domestic Violence Response	Captain Sergeants Patrol	<ul style="list-style-type: none"> • Expand and utilize the DART program • Domestic calls are assigned to an officer for follow up • Ensure Officer review after each domestic to see if letter is needed. • Implement DART Packet, in lieu of DART letter, that can be handed out on scene by officers. • Continue landlord notification (letter) for high numbers of domestic calls in a month (quarter). 	<p>Ongoing</p> <p>Monthly</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. • Implement and utilize new Telestaff scheduling program • Implement department-wide body camera systems for each officer. 	<p>Ongoing</p> <p>1st Quarter</p>

		<ul style="list-style-type: none"> ○ DARE ● Collaboration with ISD 13 on Bullying program ● Partnership with all schools (e.g. reading program) ● Collaborate with Library and explore other partnerships within City. 	
Collaboration with Businesses, Schools, city departments, and other entities on common issues and resource sharing to maximize results	COP Coordinator Captain Sergeants Chief	<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 ● 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 	Quarterly at Supervisor Meetings
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/ Telestaff (10 hours minimum) • Encourage increase in total department involvement/effectiveness 	Ongoing
Employee Evaluation and Feedback	Captain Sergeants Patrol	<ul style="list-style-type: none"> • Continue of review system tied to quarterly reviews • Implement a better system to track employee development and training history • 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. 	Ongoing

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 2015 • Lethality Assessment Training • Cultural Competency Training • Officer training that includes critical incident/scene management • 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 Newsletter, email, and any other means available 	1 st Quarter 2014 Ongoing
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 2015 	
Identify and acquire required equipment and supplies	Chief Nadeau Supervisors Police IS Specialist	<ul style="list-style-type: none"> • Maintain centralized records of important department equipment • Maintain a retention/ replacement schedule for technology purchases where applicable • Body Cameras to be issued to each officer by end of 1st Quarter • Professionally budget and find alternate revenue streams for required equipment and supplies • Continue funding for college 	Ongoing Budget related items to coincide with city process

		reimbursement for employee professional development and seek improvements to current policy	
Expand efforts in employee wellness	Sergeant Wellness committee	<ul style="list-style-type: none"> • Annual meetings with wellness coach • Wellness Article included in Blue Sheet • Facilitate exercising on-duty • Adopt Stretching program • Continue seeking new wellness trainings/initiatives, including roll-call trainings and EAP program • Nutritionist Roll-call training 	<p>Ongoing</p> <p>Quarterly meetings</p> <p>January</p>

12/24/2014

COLUMBIA HEIGHTS POLICE DEPARTMENT



2014 CHPD Plus-Two Initiative

EXTRA DUTY

Use of Force/Firearms Instructor

Field Training Officer

Firearms Armorer

Wellness Coordinator

POR Compliance Officer

Intern Coordinator

Jamboree Coordinator

LEMA Honor Guard

CIT Officer

First Aid Instructor

Policy Committee

Reserve Coordinator

Fleet Coordinator

Intoxilyzer and PBT Maintenance

COP

Neighborhood Watch Liaison

Cops-n-Kids Open Gym

Teen Academy

Senior Academy

Anti-bullying Reading Program

BBBS & BBBS Coordinator

Police/Community Picnic

Business Watch

DARE

DART

Multi-Cultural Outreach

Alcohol Compliance Trainer

National Night Out

CPTED

ABE Speaking

Coffee with a Cop

Other COP/Strategic Plan Initiatives

as approved

**At least 1 of the Plus 2 needs to be a COP related activity

**A goal would be set of no less than 10 hours of COP activities per officer in 2014

Columbia Heights Police Department

Core Training Plan

RED indicates a critical need school
Instructors listed are recommendations

Patrol

Goals:

- Develop and Maintain Basic Skills
- Provide for Skill Enhancement
- Provide specialty training as identified by assignment, motivation and/or recommendation of peers or supervisors
- Maintain and improve officer safety skills and emotional well-being
- Identify and develop future department leaders

Schools:

One Year:

- Standard Field Sobriety Training
- Restraint/Seatbelt (OPUE)
- Radar
- Countering Corruption

3+ Years:

- Interview School- Neil Nelson
- Street Survival- PDI
- Tactical Search and Seizure- Neil Nelson

5-7+ Years:

- Emotional Survival For LE – Gilmartin
- Calibre Press Street Survival

Sergeants

Goals:

- Develop and maintain skills related to effective leadership and management
- Identify and develop future police administrators
- Develop skills for managing tactical and critical incidents
- Develop skills for interacting with the media and the public
- Develop skills related to maintenance professional standards within the departments

Schools:

1 year

- Leadership Academy (MCPA)
- Media Relations
- Internal Affairs
- Incident/tactical management

3 years

- Staff and Command (Northwestern)
- Supervision and ethical decision-making

Specialty Sergeant Level Schools

- Managing the Field Training Program
- FBI Academy
- CLEO Command Academy (MNCOPA)

Investigations

Goals:

- Enhance skills related to conducting in-depth criminal investigations
- Develop safety skills related to plain clothes work

Schools:

- Reid Basic Interview School
- Reid Advanced Interview School
- Informant Development
- Plain Clothes Tactics (CHPD Developed)

Community Service Officer

Goal:

Ensure proper care of animals to ensure the safety of the public. Develop quality customer service skills.

Schools:

- Animal Control
- Customer Service

Non-Sworn Staff

Schools

- CJIS
- Customer Service
- Management Techniques (Office Supervisor)
- Evidence Handling
- Microsoft Office Training (city provided)

Mandated and Recurring Training

Goals:

Provide for training as mandated by law, POST Requirements or department policy.

Training:

- Emergency Driving School/Pursuit Intervention Technique
 - Every 3 years
- First Aid Essentials
 - Every 2 Years
- Firearms Training and Qualifications (yearly)
 - Spring Department Shoot
 - Summer Department Shoot
 - Milo or Shoot/Don't Shoot
 - Low light/Adverse Weather Department Shoot
 - Long Gun Shoot (Department Trained)
 - Simmunitions (Topics Rotated yearly from below)
 - Active Shooter
 - Building Search
 - High-risk stops
- Use of Force
 - Spring (CHPD)
 - Fall (CHPD)
- Taser (yearly update)

Annual mandated trainings that can be covered as In-Service or Roll call

- Stop Sticks
- Pursuit Policy Training
- Use of Force and Deadly Force Policy Training
- Hazardous Materials
- Blood borne Pathogens/Right to Know
- NCIC Video
- Data Practices

Specialty Training

Goal:

Provide specialty training as identified by assignment, motivation and/or recommendation of peers or supervisors

Schools

- Intoxilyzer
- Drug Interdiction
- Gang Training
- Background Investigations
- DARE Officer training
- Community Oriented Police Training
- Firearms Armorer
- School Resource Officer
- Leadership Academy
 - Officer level for leadership development
- Crime Prevention Through Environmental Design
- Crime Prevention
- K9
- Foreign Language
- Managing Investigations

Instructor and Trainer Schools

Goal:

Identify and train quality educators in the department

Schools:

Taser Instructor
Use of Force Instructor
Firearms Instructor
Field Training Officer
First Aid Instructor
Cooper Institute
Active Shooter