

Police Department

Who are we?

- We exist to provide the highest level of public safety service possible, 24/7, 365.
- Effectively protect lives and property of residents, business owners and visitors.



Who are we?

- Grounded in mission and core values.
- Aligned with procedural justice and protecting the dignity and sanctity of human life.



Where are we now?

- Driving forward mission, core values, and culture.
- Healing professionally and personally from traumas and grief of February 18 LODDs.

Where are we now?

- Implementing TAG analysis recommendations.
- Building relationships and trust.
- Focusing on strategic priorities.



Where are we going?

- Investing and expanding wellness initiatives to keep staff healthy, safe, and engaged.
- Investing in high quality training and development opportunities.

Where are we going?

- Expanding Behavioral Health Unit to build on innovative and efficient options to meet service level and community needs.
- Building trust and legitimacy through inclusivity and collaboration with the community.



Building culture

We expect accountability to mission, core values, actions, attitude, behavior. We champion family culture, safety, training, development, and wellness initiatives to take care of our teams so they can best serve our community.



Strategic priorities

Our strategic priorities help us stay focused on what is most important in order to deliver the highest level of public safety service possible to our community.

How will we get there?

Investing and expanding wellness initiatives to keep staff healthy, safe, and engaged:

- Increase investment in mental health and wellness services to address unique stressors of first responders.
- Treatment and mitigation of stress so staff can thrive.

How will we get there?

- Invest in K9 Doc training, certification, and deployment.
- Utilize City wellness programming to positively impact employee wellness.
- Connect wellness into any new approved facility renovation.

How will we get there?

Invest in high quality training and development opportunities:

- Create a meaningful and relevant inventory of training opportunities—required and optional—that fit the department's needs.

How will we get there?

- Build training and development into shift schedules.
- Develop staff for future specialty and/or promotional opportunities
- Support specialized training opportunities for teams and individuals.



How will we get there?

Expand Behavioral Health Unit:

- Explore efficient deployment options to meet service level and community needs.
- Add COPS grant staffing.

How will we get there?

- Invest in K9 Duke training, certifications, and community deployment opportunities.
- Increase Fire/Paramedic staffing in future.
- Add analyst for statistics and goal tracking.

How will we get there?

Building trust and legitimacy through inclusivity and collaboration with the community:

- Leverage community partnerships to create connections.
- Leverage social media to expand connections with the community.



How will we get there?

- Champion community engagement, connecting at events and humanizing who we are.
- Thank our community in a more formal way for their continued support.

Current challenges

- Long way to go with healing from trauma, grief.
- Navigating far-reaching impacts from February 18.
- Police officers are experiencing unprecedented levels of trauma and stress on the job.
- Facility space and functionality.

Current challenges

- Calls for service are increasing annually, as are the complexities and dangers related to many of those calls.
- Staffing shortages due to limited interest of qualified candidates.
- Onboarding takes a long time.

