



POLICE DEPARTMENT

2023-2025 STRATEGIC PLAN

A photograph of the Burnsville Police Department building, a modern structure with large glass windows and doors. The word 'POLICE' is prominently displayed in large, white, three-dimensional letters above the entrance. The building is set against a clear blue sky with some clouds. In the foreground, there is a well-maintained green lawn and a concrete sidewalk leading to the entrance.

POLICE

OVERVIEW

WHERE ARE WE NOW?

The Police Department delivers a full range of police services to effectively protect the lives and property of Burnsville's residents, business owners and visitors. The department uses community-oriented policing to partner with the community to provide public safety.

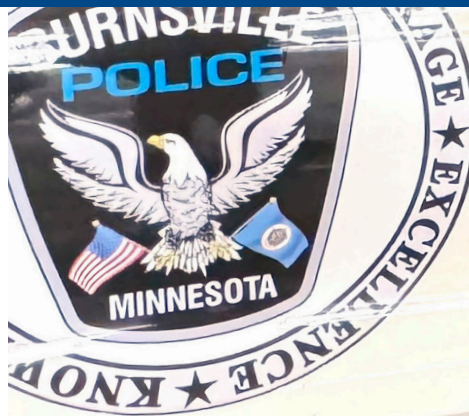
WHERE ARE WE GOING?

To continue to strengthen our culture and deliver the highest level of public safety service possible, we will remain grounded in our mission and core values of knowledge, integrity, honor, courage and excellence.

HOW WILL WE GET THERE?

We will accomplish this by:

- Investing in high quality training and development opportunities
- Expanding health and wellness initiatives to keep staff healthy, safe and engaged
- Exploring and implementing innovative and efficient options to meet service level and community needs
- Building trust and legitimacy through inclusivity and collaboration with the community





A strategic plan provides clarity and alignment between our work and our strategic priorities across the organization. It helps us ensure we are doing the right things at the right time for our community.

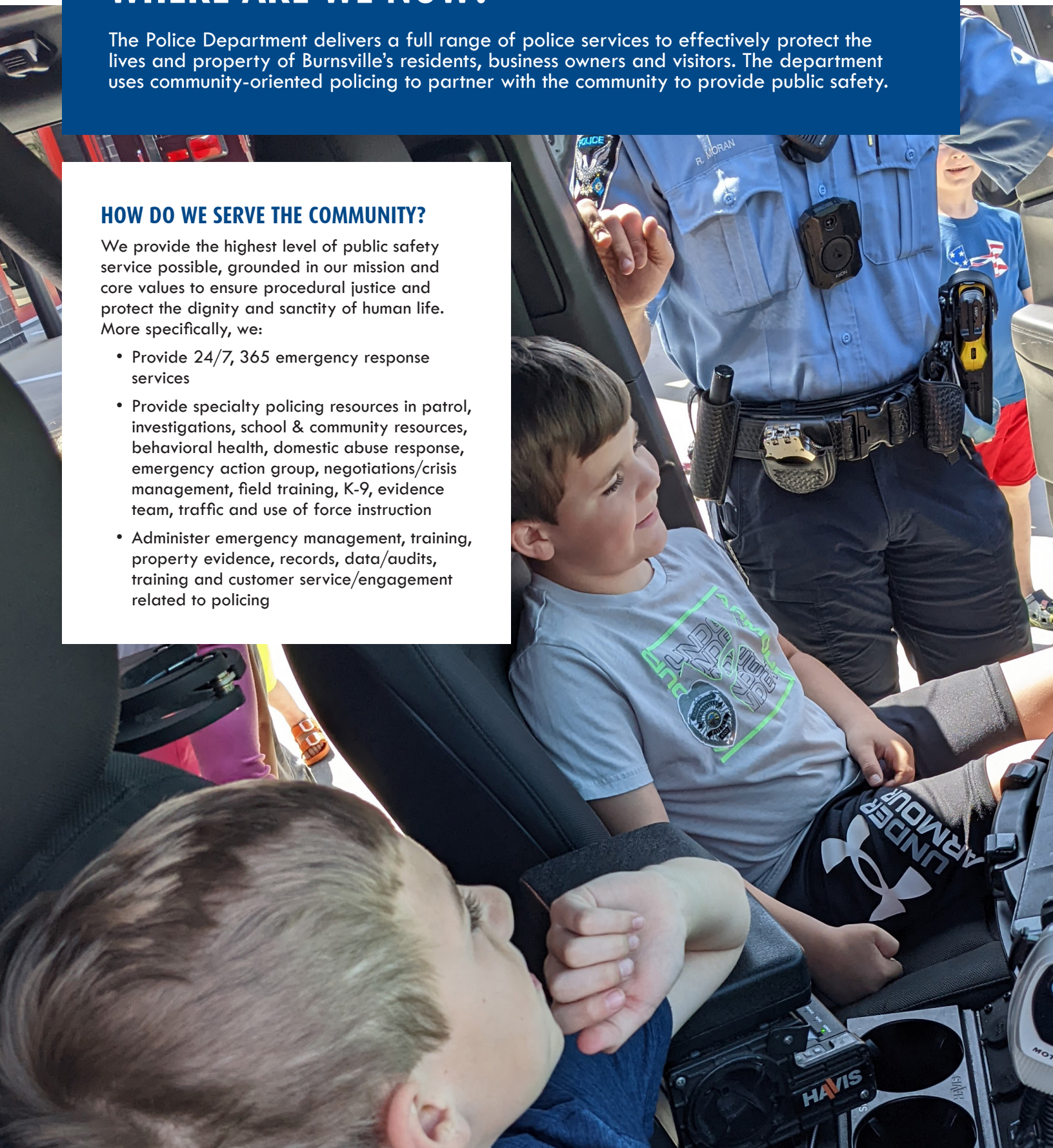
WHERE ARE WE NOW?

The Police Department delivers a full range of police services to effectively protect the lives and property of Burnsville's residents, business owners and visitors. The department uses community-oriented policing to partner with the community to provide public safety.

HOW DO WE SERVE THE COMMUNITY?

We provide the highest level of public safety service possible, grounded in our mission and core values to ensure procedural justice and protect the dignity and sanctity of human life. More specifically, we:

- Provide 24/7, 365 emergency response services
- Provide specialty policing resources in patrol, investigations, school & community resources, behavioral health, domestic abuse response, emergency action group, negotiations/crisis management, field training, K-9, evidence team, traffic and use of force instruction
- Administer emergency management, training, property evidence, records, data/audits, training and customer service/engagement related to policing





HOW DOES OUR SERVICE ALIGN WITH OUR STRATEGIC PRIORITIES?

Our strategic priorities are our commitments to the community. We align our service with our strategic priorities to best meet the community's needs.



SAFETY

We provide a wide-range of 24/7 public safety services to protect life, liberty and property; operational and specialty services from emergency through court resolution; and focus on raising operational standards, reducing civil liability and evaluating existing programs.



COMMUNITY ENGAGEMENT

We build relationships and trust through engagement and partnership with our community; attend events, share our stories and create opportunities for residents to get know us; and plan and analyze how current staffing and deployment models align with community expectations.



ORGANIZATIONAL CULTURE

We provide access to peer and wellness support to address unique stressors of the first responders experience; focus on treatment and mitigation of stress so staff can thrive; and are implementing on-demand access to wellness platforms tailored to first responders with a wide range of targeted solutions.



COMMUNITY VIBRANCY

Our community resource officers, behavioral health unit and several other divisions ensure that our community is supported, protected and served, during any crisis – big or small.



INFRASTRUCTURE

We support public works to ensure safe implementation and maintenance of infrastructure, and patrol the roadways to ensure drivers are safe on City streets.



SUSTAINABILITY

We work to implement sustainable practices in both our equipment and our staff resources.

WHAT'S GOING WELL AND WHAT ISN'T?

The Police Department is proud of the successes we see on an ongoing basis, and recognize there are areas that create challenge.

WHAT'S GOING WELL?

1. We continue to successfully respond to more than 53,000 calls for service annually.
2. We have amplified our community engagement efforts and event attendance.
3. We have implemented new mental and physical wellness platforms for our staff.
4. We are seen as a leader in the state for our Behavioral Health Unit.



WHAT'S NOT GOING WELL?

1. Lack of resources makes it difficult to continue to support current demand.
2. Staffing levels have remained stagnant, and staffing minimums have not increased, even with increasing call loads.
3. Calls for service are increasing annually, as are the complexities and dangers related to many of those calls.
4. Community expectations for police officers are at an all-time high.
5. Police officers are experiencing unprecedented levels of trauma and stress on the job.
6. People are leaving the law enforcement profession, or are not pursuing the profession, making recruitment of quality candidates difficult.
7. Training and licensing demands and requirements continue to increase.
8. Facility space and functionality continues to be a challenge.



WHERE ARE WE GOING?

To continue to strengthen our culture and deliver the highest level of public safety service possible, we will remain grounded in our mission and core values.

WHAT CAN WE LEARN FROM MARKET AND ASPIRATIONAL ORGANIZATIONS?

While Burnsville considers itself a leader in the policing profession, we have aspirations that we can look to our peers to continue to grow and improve.

We are interested in:

- Keeping Relationships Between Police and the Community Positive and Strong
- Enhancing Recruitment Strategies and Career Development to Build a Deeper Bench
- Increase Capacity to Effectively Manage Workloads and Support Wellbeing
- Evaluating Our Performance and Improving Outcomes
- Investing in Our Staffing and Community to Keep the City Safe Now and In the Future



WHAT ARE THE MOST IMPORTANT THINGS WE WANT TO ACCOMPLISH?

- 1 Ensure the Safety of our Community and Our Officers**
- 2 Drive Forward Our Mission, Values and Culture, and Align with City Strategic Priorities**
- 3 Increase Health and Wellness Initiatives**
- 4 Recruit and Retain Professional, Highly Trained and Engaged Staff**

TO ACCOMPLISH THESE IMPORTANT THINGS, WE PLAN TO:

- Invest in high quality training and development opportunities that foster professional growth and equips staff with the knowledge and capabilities to be an innovative and successful department
- Expand health and wellness initiatives to keep staff healthy, safe and engaged
- Determine innovative and efficient options to ensure service levels meet community needs
- Build trust and legitimacy through inclusivity and collaboration with the community

HOW DO WE GET THERE?

1

INVEST IN HIGH QUALITY TRAINING & DEVELOPMENT

- Create a meaningful and relevant inventory of training opportunities—required and optional—that fit the department’s needs
- Develop staff for future specialty and/or promotional opportunities
- Leverage and implement internal training opportunities

2

EXPAND HEALTH AND WELLNESS INITIATIVES

- Increase awareness and use of peer support team and other related resources
- Identify and implement a wellness strategic plan inclusive of physical, mental, financial, and spiritual health
- Utilize City partnerships and wellness programming to positively impact employee wellness

3

DETERMINE INNOVATIVE AND EFFICIENT OPTIONS

- Evaluate online reporting feasibility
- Review call types for possible changes to response
- Evaluate hiring requirements needed to meet high standards and ensure a diverse workforce
- Encourage training and development in our schedule
- Comprehensive review of staffing and assignment

4

BUILD TRUST AND LEGITIMACY WITH COMMUNITY

- Solicit community input to clarify and understand expectations
- Leverage social media to expand connections with the community
- Leverage community partnerships to create connections with the community
- Develop and implement community engagement plans that identify actions for the entire department

HOW ARE WE USING OUR RESOURCES?

We provide the highest level of public safety service possible, grounded in our mission and core values to ensure procedural justice and protect the dignity and sanctity of human life.

➤ OPERATIONS DIVISION

- 24/7, 365 response
- Patrol
- Investigations
- Community Engagement
- Behavioral Health
- 20+ Operational Specialties

➤ ADMINISTRATION DIVISION

- Emergency Management
- Professional Standards
- Training
- Property Evidence Management

➤ SERVICES DIVISION

- Records
- Public Experience/Reception
- DCC Liaison
- Animal Control
- Data

HOW DO FUTURE POSITIONS ALLOW US TO BETTER MEET THE NEEDS OF OUR COMMUNITY?

The Police Department is proposing the following additional staff resources to better serve the community over the next two years.

POSITIONS

2023

- Sergeant - Behavioral Health
- Officer - Behavioral Health
- Training Sergeant
- Patrol Officers
- Patrol Sergeant
- Detective

2024

- Deputy Chief
- Analyst - Behavioral Health
- Community Service Officers

2025

- Officer - Behavioral Health (2)
- Officer - Community Engagement/Patrol





Burnsville

www.BurnsvilleMN.gov