

# PORT ORCHARD POLICE DEPARTMENT



# -2021- Strategic Plan Review

Strategic Plan

# 2021-2025



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# Goal #1 – Community Engagement

- Town-hall style meetings
  - One completed
  - Re-establish 2x/year
- Race Equity Plan
  - Annual Report
  - Professional Standards Report
  - Increased diversity in hiring
  - Targeted recruitment
- Community Advisory Board
  - Completed
  - Add membership



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# Goal #2 – Communication

## Evolution of the Navigator Program



- Community Health Navigator
  - **Completed**



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# Goal #2 – Communication

- Increased Social Media Presence
  - Increased Facebook presence
  - **PIO training**
  - **Creation of accounts**
- Department's Webpage
  - Regular updates
  - Clarity of forms/contacts
  - **Increase photos and success stories**



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# Goal #3 – Employee Development

- Annual Training Plan
  - Completed
- Master Training Plan
  - In-progress
- Commitment to Leadership Training
  - On-Going
    - FBI-LEEDA
    - SPSC
    - SMIP
- Outside Training
  - On-going
    - Active Shooter
    - Emergency Management
    - Officer wellness



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# Goal #4 – Achieve Accreditation

# Achieved



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# Goal #5 - Technology

- Records Management System
  - **In-progress**
    - **Mid-year 2022**
- Digitalization of Records
  - Purge complete through 2000
    - 10,000 paper records
    - 1941-2015 sex offense records archived with WASPC
  - **In-progress**
    - **Purge of post-2000 records**
- Evidence Collection & Storage
  - Digital-on-Q
    - Electronic evidence storage
  - Quarterly Audits
  - Disposition purging
  - Keycard entry + alarm system



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# 2022 – Goals and Aspirations

- **Meet all COVID-19 challenges**
  - Mandates + accommodations
- **Meet all training mandates**
  - Patrol Tactics (LETCSA)
  - Crisis Intervention
  - De-escalation
- **Continued recruitment/hiring**
  - 2-4 officer positions
- **Body-worn camera program**
  - In-progress (late-2022 - 2023)
  - \$330,000
- **Hire additional FTE to manage BWC program records (2022)**
- **Implement Blue Team / IAPro**
  - Tracking and analysis
  - January 2021



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# 2022 – Goals and Aspirations

- **Property Room dispositions**
  - Reduce to 2,500 items
  - “One in, one out”
- **Complete a staffing survey**
  - Strategically plan for growth
  - Needs-based, not population-based
- **Navigator integration into the state system**
  - 988
  - The R.E.A.L. program  
(Recovery, Empowerment, Advocacy, Linkage)
- **Cross-train all Administrative Services Staff**
  - Records
  - Evidence
  - Public Records Requests



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