PORT ORCHARD POLICE DEPARTMENT



Strategic Plan

2021-2025

-2021-Strategic Plan Review



PORT ORCHARD POLICE DEPARTMENT

SERVICE • HONOR • INTEGRITY

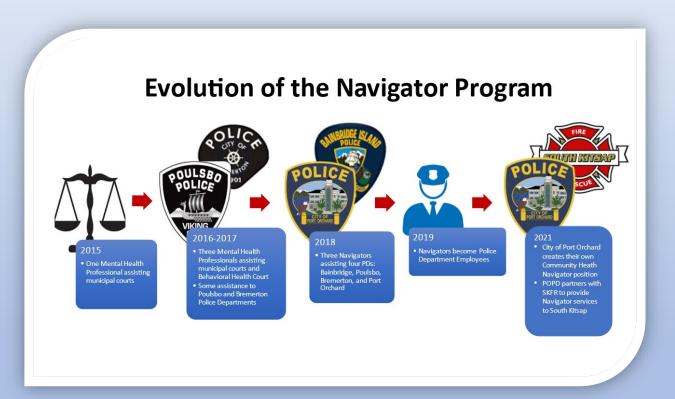
Goal #1 – Community Engagement

- 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



Goal #2 – Communication



- Community Health Navigator
 - Completed



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



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



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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



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



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

