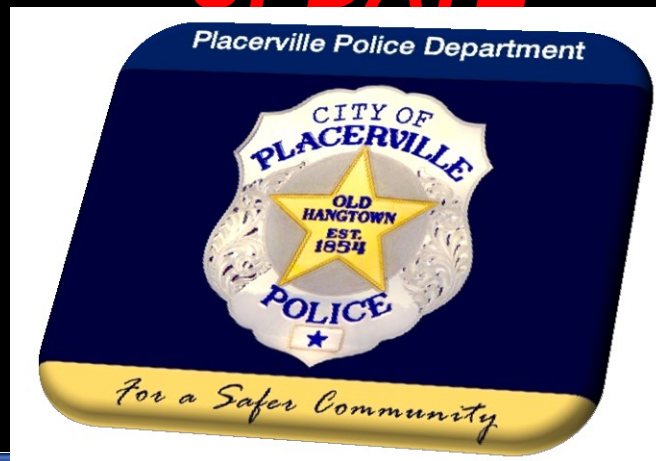


# Placerville Police Department

## 2015 – 2017 Strategic Plan

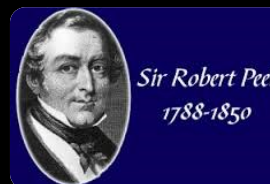
## 2016

## UPDATE



*As a police department we readily recognize we are in the service delivery business. Our product is service. Our customer is our community. And, we will strive to provide the finest quality of service we can to our community.*

*"The police are the public and the public are the police."  
- Sir Robert Peel*



# Placerville Police Department

## 2015 – 2017 Strategic Plan UPDATE

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### Focus Points

- I. Community Service
- II. Professional Development
- III. Internal Operations
- IV. Capital Improvement

# Community Service: Increase Utilization of the Community Policing Philosophy



- ❖ The ability of a police department to develop working relationships with the community in which they work speaks volumes in terms of solving crime and improving the quality of life. As such, several methods of developing community policing will be established and implemented.
- ❖ At the core of developing Community Policing is assigning neighborhoods to specific police officers to act as a liaison. Assigning a specific police officer to act as a liaison establishes methods of communication and trust. Moreover, the police department will adopt the concept of Problem Oriented Policing by empowering police officers to solve the long-term problems they encounter on the street. These problems range from, but are limited to, everyday “quality of life” issues to serious criminal activity.
- ❖ PPD has continued to participate in NNO each year. In 2015, we were awarded #1 in CA . We participate in Toys for Tots, collecting toys and donations for the charity and helping with the toy giveaway. In May of 2016, the Smith Flat/Broadway substation was opened. The substation has not only increased our relationships with other agencies, but we have experienced increased resource outreach to the community from the substation. We will continue to evaluate the progress and success of the substation.

# Improve Police Technology and Social Media Presence



- ❖ Consistent with cutting edge technology, the ability of the police department to manage and update its website and social media apps in real-time will provide the community with a wealth of timely and accurate information.
- ❖ The ability to publish crime data, wanted persons, press releases etc., will provide the community with on-the-fly updates regarding police activities.
- ❖ We also seek to embrace evolving technology to enhance accountability and transparency by evolving our current in car camera systems to the more advanced and mobile body worn solution.
- ❖ In April of 2016 we went to full deployment of the Taser Axon Flex body worn cameras. This has increased accountability and transparency of the police department. We have a PPD app which pushes out information to the public in real time. We actively “Tweet” and “Post” on social media sites including Twitter, Facebook, and Nixle.



# Downtown Foot Patrols Park and Path Patrols



- ❖ We recognize issues concerning downtown Main St. Our police department will seek to improve the methods in which we conduct foot patrols in the downtown area by having officers make routine visits to businesses as part of their patrols. This practice and procedure not only familiarizes our community with our police officers but also increases opportunities for officers to learn about current issues and or concerns of merchants and citizens.
- ❖ **We have established consistent downtown foot patrols with reserve officers.**
- ❖ We will establish on-going patrols in our parks and along our biking, walking, and jogging trails to maximize safety along the trails and increase positive interactions between police officers and the public we serve.
- ❖ **We have a bike patrol unit, in large part, due to community donations. Our bike patrol has conducted monthly patrols on the trails, held a bike rodeo, assisted with organized bike rides on the trails and are assisting the CA State Fair Police with patrol during the State Fair.**



# School Resource Officer (SRO) Traffic Safety Program

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**Measured Outcomes:** In an effort to evaluate our progress and measure the effectiveness of our efforts we will utilize community surveys. **While planning the opening of the substation, several community meetings were held to engage the public and receive feedback. Additionally, we had a public meeting for strategic planning, welcoming communication from the community to evaluate our efforts.**

**School Partnerships:** Maintain and enhance the School Resource Officer function in partnership with our local school districts. **We continue to have our SRO partnership with our schools.**

**Increase Traffic Safety:** Re-establish a Traffic Safety Program focused on the top primary collision factors within the City of Placerville. **We consistently evaluate areas within the city that have increased traffic collisions and focus our enforcement in those areas.**

# Professional Development

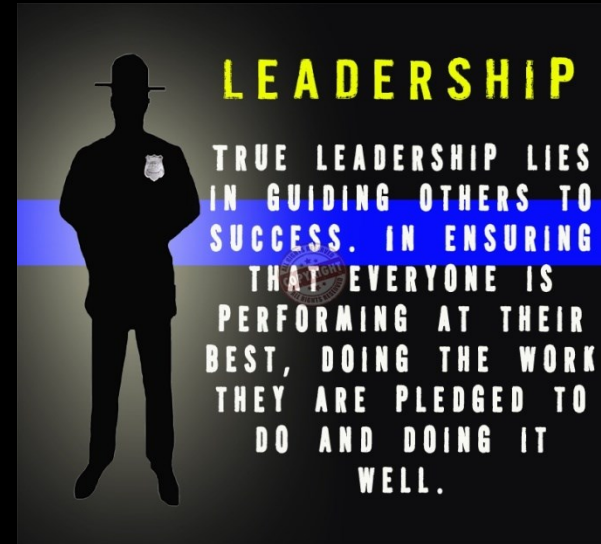
## Pursue National Police Accreditation

The Law Enforcement Accreditation Program was the first credentialing program established by the Commission on Accreditation for Law Enforcement Agencies (CALEA) after its founding. It was originally developed to address what was seen as a need to enhance law enforcement as a profession and to improve law enforcement. That mission continues today. CALEA Accreditation strengthens an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities. Likewise, CALEA Accreditation facilitates an agency's pursuit of professional excellence. **In 2015, we were awarded a grant from CALEA to start the accreditation process. Currently we are in the 2<sup>nd</sup> year of the self assessment phase of accreditation. We've met the initial requirement for the national directives and continue to review, evaluate, and gather proofs of compliance. We anticipate being fully accredited in 2017.**



## Succession Planning

An emphasis will be placed on ethics training, supervisory leadership training, and retention of our highly skilled employees. A Department Training Plan will be established to provide a roadmap for training needs at all levels within the organization. **Half of our sergeants have successfully graduated from Supervisory Leadership Institute. The rank of Assistant Squad Leader was added amongst our ranks to build future sergeants. Annually, we conduct a training needs assessments and continue to send personnel to required training.**





# Placerville Police Department



| Name                  | Department      | Position | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 |  |  |
|-----------------------|-----------------|----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|
| 1. Larkin, Luke       | Patrol - Old Pl | ADL      | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 2. Brown, Art         | Patrol - Old Pl | PTSD     | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 3. Campbell, J.D.     | Patrol - Old Pl | Officer  | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 4. Brown, John        | Patrol - Old Pl | Sergeant | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 5. Cameron, Brian     | Patrol - Old Pl | Officer  | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 6. Gray, Christopher  | Patrol - Old Pl | Officer  | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 7. [Redacted]         |                 |          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 8. Larkin, Brad       | Patrol - Old Pl | Officer  | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 9. Campbell, Jonathan | Patrol - Old Pl | Officer  | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 10. Cameron, David    | Patrol - Old Pl | PTSD     | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 11. Cameron, Ben      | Patrol - Old Pl | Sergeant | X |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 12. [Redacted]        |                 |          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |

**Patrol Workload Analysis:** In light of personnel shortages and anticipated future personnel needs, the police department will conduct a Patrol Workload Analysis to determine how to better provide police services. Moreover, the analysis shall take into effect the current economic forecast and limited economic infrastructure.

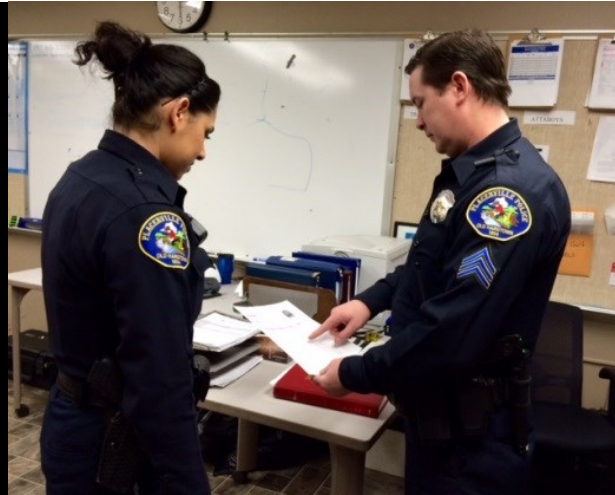
**Employee Wellness:** Consider various employee assistance programs for employees and their families. Physical and mental wellness programs will be expanded.

**Continuous Professional Training:** Police Officers are faced with ever-changing and evolving police practices. In conjunction with the recommendations set forth by CALEA and the California Commission on Peace Officer Standards and Training, the Placerville Police Department shall seek to continue training its police force based on the current thinking and experience of law enforcement practitioners and researchers. This will include the continuation and advancement of Crisis Intervention Training to address the mental health challenges faced by law enforcement.

- In 2015, we implemented a new scheduling software system which allows for workload analysis and better deployment of our resources.
- All PPD officers have been through an 8 hour CIT course and all supervisors have been through a 24 hour course. Some sergeants and officers have been trained as trainers in the department in a variety of areas including Range, Defensive Tactics, Less lethal and Lidar/Radar Instructors.



# Internal Operations



**Property Management:** Maintenance of property and evidence is of utmost importance to preserving the integrity of an investigation. We shall continuously strive to improve our evidence and property room to be consistent with proper and innovative police methods.

**Watch Commander Follow Up:** As part of the mission of the Placerville Police Department in providing the highest quality of service, on duty-watch commanders shall be required to follow up with a designated percentage of persons contacted during calls for service.

To ensure integrity, we conduct random audits of our evidence throughout the year. Annually, the property evidence technician completes an inventory of all the evidence. These steps are all consistent with CALEA standards.

The watch commanders have been tasked with randomly calling reporting parties to ensure quality service to our community. The feedback provided has been valuable and we will continue maintain this high level of service.



# Placerville Police Department



**Establish Crime Analysis Function:** Crime analysis is a law enforcement function that involves systematic analysis for identifying and analyzing patterns and trends in crime and disorder. Information on patterns can help law enforcement agencies deploy resources in a more effective manner, and assist detectives with identifying and apprehending suspects. Crime analysis also plays a role in devising solutions to crime problems and formulating crime prevention strategies. Quantitative social science data analysis methods are part of the crime analysis process; though qualitative methods such as examining police report narratives also play a roll. The Placerville Police Department will seek to expand the use of crime analysis by computerizing the gathering of the Uniform Crime Reports (UCR) as well as providing computerized crime analysis to patrol.

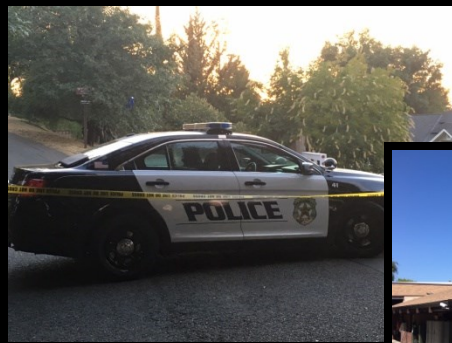
**Establish a Police Reserve Officer Unit:** We will establish a Reserve Officer Unit as a ready auxiliary force to assist police operations. Reserve Officers will receive the same training as full-time officers and work alongside them in most aspects of Department operations. This will assist with community policing efforts and increase our recruiting pool of candidates for full time officer positions.

Through the Placerville Police Department app, we have given the community easy access to crime data. Our current CAD system is increasingly becoming burdensome to extract data for crime analysis.

We have 3 reserve officers who bring a wide range of experience to the police department. They have staffed special events, downtown foot patrols, bike patrol, special investigations, and created a pool of qualified candidates to hire from when the need arises. We will continue to increase our reserve pool.



# Capital Improvement



**Improve Police Headquarters Building:** The current police facility is in need of major upgrades and expansion. Over the next five years, planning needs to be established and implemented for a major expansion or replacement of the current facility.

**Improve Police Range Facility:** The current police range facility is in need of major upgrades. Over the next five years, planning needs to be established and implemented for a major improvement of the current facility.

**Fleet Management:** The current fleet is aging and in need of repair and replacement. The replacement schedule and maintenance plans for police vehicles will be reviewed to improve overall fleet management practices.

In the last year, we have a new roof over the police department which has made a significant difference to prevent leaks that were occurring inside. The expansion of the building is still a need as the police department continues to grow. At the range, we obtained a Conex box through the 1033 program. This aided in the storage of range equipment. The range is still in need of improvement. The fleet has increased by 3 patrol units, 2 administrative units, and 1 investigations unit. Even with these additions, our fleet continues to age with several vehicles at 75,000 miles and higher. There is need to consistently replace these vehicles.