



A place where families and businesses thrive.

CITY RECORDER USE ONLY:

AGENDA ITEM #: _____

MEETING DATE: _____

FINAL ACTION: _____

CITY COUNCIL STAFF REPORT

WORK SESSION:

TO: *City Council*

FROM: *Jesse VanderZanden, City Manager*

PROJECT TEAM: *Chief J.F. Schutz, Captain Kevin Ellingsburg*

MEETING DATE: *September 25, 2017*

SUBJECT TITLE: *Work Session: Police Strategic Plan*

ACTION REQUESTED:

☐	☐ Ordinance	☐ Order	☐ Resolution	☐ Motion	☒ X	☐ Informational
--------------------------	------------------------------------	--------------------------------	-------------------------------------	---------------------------------	---------------------------------------	--

X all that apply

ISSUE STATEMENT:

The purpose of the Work Session is to seek Council feedback on what issues the Council would like addressed as part of the upcoming Police Department Strategic Plan. These inputs will help define and scope a Request for Proposal (RFP) to issue this winter and to hire a consultant and begin the strategic planning process. Seeking feedback from policy makers on what they hope to achieve and expect through the strategic planning process is the first step in scoping a strategic plan.

BACKGROUND:

Council Objective 1.10, Police Strategic Plan, states "Initiate and develop Strategic Plan for police operations, including analysis of workload, community feedback, support services, staffing levels, and operational focus." This Objective was partially in response to the Police Department having no strategic plan to help guide future service levels.

While there are many forms of strategic planning, they all share a goal of providing organizations guidance to help them be successful. They are also founded on a public involvement process that seeks to better align expectations between residents, policy makers, and service providers. The most common processes include a mission, goals, values, strategic objectives, performance measures, and action plans on how to move forward. The attached PowerPoint is intended to help guide discussions with Council during the Work Session.

FISCAL IMPACT:

The City Council approved \$30,000 in the FY 17-18 budget for this effort.

ATTACHMENT(s):

Work Session Powerpoint

This page is intentionally blank.



Police Strategic Plan

Council Work Session
Jesse VanderZanden, City Manager
J.F. Schutz, Chief of Police

September 25, 2017

A place where families and businesses thrive.

Purpose and Intent

- To seek Council feedback on what the Council would like addressed as part of the upcoming Police Department Strategic Plan.
- These inputs will help define and scope a Request for Proposal (RFP) to issue this winter and to hire a consultant and begin the strategic planning process.
- Seeking feedback from policy makers on what they hope to achieve is the first step in the strategic planning process.

Background

- Council Objective 1.10, Police Strategic Plan, states “Initiate and develop Strategic Plan for police operations, including analysis of workload, community feedback, support services, staffing levels, and operational focus.”
- The Police Department currently has no strategic plan. Strategic Plans are very common for police departments.
- Strategic Plans generally take 12-18 months.

Background

- Based on this objective, the following items are already part of the scope of the RFP:
 - Analysis of workload/services
 - Staffing levels
 - Community feedback
 - Support services
 - Operational focus

Background

- Strategic Plans generally follows this process:



Potential Items for Strategic Plan

All of the following items are typical of a strategic plan. Staff recommends each Councilor review this list and choose 3-5 they would like to focus on in the strategic plan; notwithstanding items that may not be on the list.

- Analysis of current workload, service level determination, and service level comparisons with other similarly sized communities
- Current and projected staffing levels and definition of performance measurements and activity levels to help determine staffing levels
- Compose “dashboard” for public reporting purposes
- Community feedback (public involvement plan)
- Support services (evidence, community outreach)
- Operational focus (mission, vision, values)
- Operational structure
- Professional development
- Crime profile / community trends
- Data management
- Partnerships