

## ***Bremerton Police Department***

### **Strategic Plan Team Members**

Jason Vertefeuille, BPD Officer

Matt Thuring, BPD Officer

Chris Faidley, BPD Officer

Pete Fisher, BPD Lt.

Bob Johnson, WSP Captain (Ret.)

Joe Sexton, BPD Community Relations

Mark Thompson, BPD Sgt.

John Bogen, BPD Det.

Leslie Daug, Council Member

Jon Meador, BPD Officer

Marixa Scott, BPD CSI

Randy Plumb, BPD Sgt.

### **Mission (Why are we here?):**

We serve our community by:

- **Enforcing the law;**
- **Building relationships, and**
- **Combatting crime**

### **Vision (Where are we going?):**

Our vision is to **maintain a safe, desirable place to live, work and visit.**

### **Values (How do we do business?):**

#### Leadership

We are clear about expectations and we are accountable for them

- We lead by example at all levels in the department.
- We are proud of our humility.

#### Integrity

- We are transparent in the way we conduct ourselves.
- We acknowledge that public trust is everything.

#### Teamwork

- We support our employees' judgments and decision making through quality training, clear policies, and understandable and transparent processes.
- We support all of the Constitution.
- We know that being a good partner means holding each other accountable.

## **GOAL: Serve our community by ENFORCING THE LAW**

**Objective 1: Create a cohesive and coordinated approach to informing, monitoring and increasing public safety with Registered Sex Offender (RSO) Placements in our city.**

### **Responsible: Lt. Olan**

S1 Work with Kitsap County and the WA State Dept. of Corrections to coordinate information and monitoring of RSO housing placements.

S2 Conduct regular monitoring checks of RSOs in the City of Bremerton.

S3 Increase public and elected officials' awareness of the placement of RSOs in certain neighborhoods and through landlords to enhance public awareness

Intended Impact:

- All RSO placements are well-known and aggressively evaluated.
- Landlords who house RSOs are aware of the risks and community impact.
- RSOs are regularly monitored within the law.

**Objective 2: Improve our response to Mental Health calls.**

**Responsible: Lt. Fisher**

S1 Participate in the county-wide Crisis Intervention Officer program

S2 Provide quality training to all staff

Intended Impact:

- Reduced safety concerns for everyone involved.
- Improved treatment and outcomes for patients.
- Increase public awareness.

**GOAL: Serve our community by BUILDING RELATIONSHIPS**

**Objective 1: Increase outreach and information for the public to enhance trust.**

**Responsible: Chief Strachan**

S1 Provide weekly newsletter, monthly cable show, Council updates, newspaper columns, and "Ask the Chief" information to the public.

S2 Evaluate social media- Facebook, Twitter, etc. for expansion.

S3 Publish an Annual Report with "Dashboards" listing progress and status of Strategic Plan.

Intended Impact:

- Residents have a higher awareness of BPD.
- Residents have greater trust in police and BPD.
- Greater support for our mission and work.
- Residents understand our methods and processes, increasing trust and accountability.

**Objective 2: Increase Block Watch, neighborhood-based programs, and positive community interactions**

**Responsible: Lt. Olan**

S1 Increased numbers and participation in Block Watch Programs

S2 Research Volunteer Patrol, Safety Camp and National Night Out programs

S3 Link neighborhood programs with frequent flyer reduction and reduction in repeat calls.

S4 Security camera inventory

S5 Reduce "Drug" houses and areas of disorder through reporting, direct communication between Council members and SOG detectives, and crime analysis.

S6 Partner with community groups to increase positive interaction with BPD

Intended Impact:

- Increased effectiveness in targeting and eliminating problem houses and areas in which frequent flyers congregate.

- Increased sense of safety and connection with BPD.
- Better resource allocation through information and data analysis.
- Increase positive interactions between the community and BPD.

**Objective 3: Develop, Maintain and Train Progressive Policies that Exemplify Best Practices.**

**Responsible: Capt. Burchett**

S1 Develop and implement Lexipol policies

S2 Train policy changes through regular training days and daily training bulletins

Intended Impact:

- Better understanding and support of policies for employees and the public.
- Increased safety and reduced risk.
- More effective public safety.

**Objective 4: All employees will engage in professional, courteous interactions.**

**Responsible: Capt. Wolfe**

S1 Research and begin using new evaluations that match the mission and measure what we actually value.

S2 Maintain a culture where rude, unprofessional or judgmental behavior are unacceptable.

S3 Managers seek to catch employees doing the right thing.

Intended Impact:

- More public support.
- Reduced complaints.
- Better response to false accusations and reports.

**GOAL: Serve our community by COMBATTING CRIME**

**Objective 1: Reduce Property and Quality of Life Crimes**

**Responsible: Capt. Wolfe**

S1 Identify “Frequent Flyers” through a “High Five” offender list every two weeks.

S2 Target a 75% in-custody rate for “High Five” offenders in that period.

S3 Increase “High Five” nominations from all parts of the department.

S4 Publish and promote “High Five” information inside and outside the department.

Intended Impact:

- Increased safety in problem areas.
- Reduced property crime.
- Perception that Bremerton is aggressive in fighting property and quality-of-life crime.

**Objective 2: Use Crime Analysis to Identify and Focus on “Hot Spots”**

**Responsible: Capt. Burchett**

S1 Implement Real Time Crime Analysis Software

S2 Format a bi-weekly “Crime Trends” meeting to identify emphasis areas, “High Five” offenders, “High Five” residences, and report back on previous emphasis areas.

S3 Ensure participation from all levels of the organization by inviting nominations for “High Five” offenders.

**Objective 2: All employees will have access to and engage in quality training and career development.**

**Responsible: Chief Strachan**

- S1 Provide quality training days for all employees which includes both mandatory and skills-enhancement training.
- S2 Maintain an inventory of current and desired professional education for all employees.
- S3 Develop a rotation plan for all levels St and above for career development.
- S4 See additional funding for training for employees who have advanced (as opposed to sufficient) qualifications in their major area.
- S5 Develop a succession and future staffing plan.

Intended Impact:

- Expanded skill sets.
- Increase the department's ability to maintain staffing when key employees are unavailable.
- Ensure continuity of service with expected and unexpected absences, disruptions, resignation, and retirement.

**Objective 3: Focus on innovation and usable technology**

**Responsible: Capt. Wolfe**

- S1 Begin using a "Quality Circle" process to receive, evaluate, and recommend changes to our policies, practices, processes and anything that reduces cost, waste, redundancy or effort. Management omits to receiving every recommendation and providing feedback on implementation.
- S2 Research current technology for reports, problem solving and crime analysis.
- S3 Research better use and selection of our current equipment, including vehicles, duty gear, uniforms, and anything that improves our focus on the mission.

Intended Impact:

- Better use of taxpayer dollars.
- Increased safety and reduced risk.
- An organizational focus on always improving our processes.