



Courage Pride Dedication

Chandler Police Department Strategic Plan 2020-2023

Mission Statement:
To provide a safe community
where people can live, work,
and thrive.

GOAL 1: Prevent Crime



Objective #1: Enhance Crime Reduction Strategy

- 1.1.1 Review and enhance crime suppression/compstat meetings
- 1.1.2 Enhance crime prevention programs

Objective #2: Reduce Victimization

- 1.2.1 Enhance analytical capabilities
- 1.2.2 Address quality-of-life issues in aging neighborhoods

Objective #3: Enhance Traffic Safety

- 1.3.1 Enhance traffic related outreach

GOAL 2: Provide Effective Police Services



Objective #1: Enhance Forensic Capabilities

- 2.1.1 Explore expansion of the laboratory's analytical capabilities
- 2.1.2 Explore methods to enhance service efficiencies
- 2.1.3 Unify standards for evidence submittals

Objective #2: Enhance Investigative Services

- 2.2.1 Enhance Criminal Intelligence Unit capabilities
- 2.2.2 Develop local offender-base program
- 2.2.3 Review alternative schedules in investigations
- 2.2.4 Explore the reconfiguration of the Gang Unit to a Street Crimes Unit
- 2.2.5 Evaluate cold-case program
- 2.2.6 Evaluate the National Integrated Ballistic Information Network program

Objective #3: Enhance Field Operations Services

- 2.3.1 Implement and expand a Police Aide program
- 2.3.2 Develop Mental Health Support Unit
- 2.3.3 Explore restructuring the Field Training Officer program under the training section
- 2.3.4 Explore development of dedicated downtown bicycle team
- 2.3.5 Review reducing calls for service at high-volume locations

Objective #4: Evaluate Staffing Needs

- 2.4.1 Conduct civilian-professional staffing study
- 2.4.2 Project for high-density staffing needs in the downtown area
- 2.4.3 Conduct Technology Unit staffing study

Objective #5: Evaluate Program Effectiveness

- 2.5.1 Explore feasibility of supervisor specialty rotation
- 2.5.2 Assess areas for civilianization of sworn positions
- 2.5.3 Develop and implement program evaluations

Objective #6: Enhance Communications Section Services

- 2.6.1 Expand Communications Section capabilities
- 2.6.2 Explore development of a real-time crime center
- 2.6.3 Evaluate deferred response to certain calls for service

Objective #7: Enhance Operational Support Bureau Services

- 2.7.1 Explore development of an alcohol enforcement officer position
- 2.7.2 Enhance Unmanned Aerial Vehicle (UAVs) program

GOAL 3: Develop, Strengthen, and Sustain Partnerships



Objective #1: Continue/Strengthen Interagency Cooperation

- 3.1.1 Enhance partnerships with federal and local law enforcement agencies
- 3.1.2 Enhance shared initiatives with Chandler Fire Department

Objective #2: Increase Community Input & Outreach

- 3.2.1 Identify opportunities to enhance trust and support among minority populations
- 3.2.2 Evaluate policies to ensure equity of police services
- 3.2.3 Enhance neighborhood engagement opportunities
- 3.2.4 Explore development of Special Events Unit
- 3.2.5 Assess homeless outreach response efforts
- 3.2.6 Enhance the department's volunteer and motorist assist programs
- 3.2.7 Explore private sector opportunities to leverage tools, resources, and technology
- 3.2.8 Explore development of teen driving school in collaboration with community partners

Objective #3: Enhance Customer Service

- 3.3.1 Strengthen internal relationships

A Message from the Chief

As Chief of Police, I am pleased to introduce our Department's 2020 to 2023 Strategic Plan. Our new plan is a single guiding document that identifies the organization's priorities and represents our vision for the future. The plan includes elements of our previous strategic planning document and employee contributions. Additionally, we conducted a community forum to gain input from the community and incorporate their ideas.

The plan contains our mission and vision statements and demonstrates our commitment to address community concerns through an insightful examination into emerging issues. It establishes our responsibility to our employees to develop their abilities and skills to meet the challenges of 21st century policing.

The objectives and strategies highlighted in this plan are designed to support our five principal goals:

- **Prevent crime:** Preventing crime is the primary mission of policing. Crime prevention promotes the health and welfare of a community instead of merely curing its ills (crimes). It reduces the threat of crime on the front end and enhances the sense of security and quality-of-life within the community.
- **Provide effective police services:** We are committed to ensuring Chandler remains a safe community by employing the best practices in law enforcement to meet the challenges of 21st century policing.
- **Develop, strengthen and sustain partnerships:** We realize in order for us to be successful, we must have the confidence, support and respect of the people who live and work in our community. We are committed to developing and maintaining partnerships with the community, with our internal City partners and with our regional and national public safety partners.
- **Develop personnel:** We will provide the best equipped, and most highly-trained and committed employees to help meet the needs of our community.
- **Enhance infrastructure:** We will focus on implementing our Facilities Master Plan initiatives and emerging technologies.

A review and prioritization process will occur annually, and an entirely new plan will be constructed in 2023.

I encourage you to review our Strategic Plan initiatives, which reaffirm our commitment to proactively and responsibly provide police services that enhance safety and the quality-of-life in the City of Chandler.

Sean Duggan
Chief of Police

Vision Statement

The Chandler Police Department is committed to being a world-class leader in law enforcement. We will pursue and engage the best trained, equipped, and committed professionals who demonstrate the highest standards of performance and best policing practices in partnership with the community.

Objective #4: Increase Proactive Media Service

- 3.4.1 Enhance social media footprint to highlight employee performance
- 3.4.2 Evaluate additional social media platforms

GOAL 4: Develop Personnel



Objective #1: Establish Professional Development Opportunities

- 4.1.1 Develop mentoring program for leadership and specialties
- 4.1.2 Develop and implement succession planning for all employees
- 4.1.3 Review creation of new employee promotional sponsorship

Objective #2: Enhance Employee Training Program

- 4.2.1 Enhance diversity and special-needs training programs for all employees
- 4.2.2 Enhance training opportunities for professional development
- 4.2.3 Identify opportunities for directed training at patrol briefings
- 4.2.4 Explore virtual reality training technologies
- 4.2.5 Enhance cyber crime training for detectives
- 4.2.6 Identify generational training for supervisors
- 4.2.7 Explore creation of Chandler Police and Regional Basic Training Academy

Objective #3: Develop Recruitment and Retention Plan

- 4.3.1 Enhance recruitment and retention of diverse minority groups
- 4.3.2 Enhance recruitment and retention for employees with military experience
- 4.3.3 Identify employee retention considerations
- 4.3.4 Enhance recruiting process
- 4.3.5 Explore expansion of internship programs

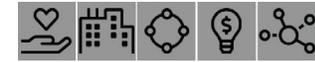
Objective #4: Facilitate Employee Participation

- 4.4.1 Evaluate feasibility of detectives/specialties completing quarterly patrol shifts
- 4.4.2 Encourage employee volunteerism

Objective #5: Enhance Employee Health and Wellness

- 4.5.1 Promote easy access to effective professional mental health services for employees
- 4.5.2 Develop mental health wellness program
- 4.5.3 Enhance peer support program
- 4.5.4 Explore unit-specific counseling services
- 4.5.5 Explore creation of mental health and wellness coordinator position
- 4.5.6 Explore the expansion of the therapy dog program

GOAL 5: Enhance Infrastructure



Objective #1: Formalize and Prioritize Police Technology Strategy

- 5.1.1 Develop streamlined property disposal process
- 5.1.2 Identify investigative video surveillance technology enhancements
- 5.1.3 Implement video surveillance SafeCam program
- 5.1.4 Enhance online reporting
- 5.1.5 Enhance PD Info
- 5.1.6 Implement faster accident reporting capabilities
- 5.1.7 Explore the need for independent servers for the Media Relations Unit
- 5.1.8 Implement National Incident Based Reporting System (NIBRS)
- 5.1.9 Identify present and future technology needs
- 5.1.10 Implement electronic warrants system
- 5.1.11 Identify technology integration possibilities

Objective #2: Implement Facilities Master Plan

- 5.2.1 Complete Public Safety Training Facility - Phase II
- 5.2.2 Complete the Police Main Station Lobby and Records Renovation
- 5.2.3 Conduct police facilities security assessments
- 5.2.4 Construct a standalone forensic laboratory building
- 5.2.5 Complete feasibility study to renovate former firing range space into holding facility

Objective #3: Implement Other Facilities Plans

- 5.3.1 Review Property and Evidence expansion

City of Chandler Strategic Goals



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