

Status as of June 2009 - Leadership and Ethics Strategies

Goal: *We will foster ethical leaders at all levels of the organization through the implementation of ethical and leadership based education, succession planning, mentoring, and role model based leadership.*

Through these actions, we will promote and encourage decision making at the lowest possible level, initiative, creative problem solving, and enhanced trust among all tiers of the organization and within the community.

| Leadership and Ethics Strategies | Responsible | Timeline | Status |
|--|-------------|----------|---|
| 1. Develop a succession plan. The plan should minimally include: <ul style="list-style-type: none"> ▪ A promotional academy. The academy will be given at least once annually to line level employees interested in promoting to a supervisory position. ▪ A Department sponsored leadership program for line level employees. This program will be given at least once a year to employees interested in developing leadership, mentoring, and coaching skills. This program will be developed and run by line level employees and supervisors (i.e., Leading from the Line). ▪ Specialized training to supervisors on how to mentor/coach/develop employees they supervise. Emphasis should be on developing ethical employees and an ethical organization. | Pierce | Ongoing | Two Promotional Academies completed, #2 not started |
| 2. Evaluate and revise the training plan contained in the Career Development Manual. | Waltz | 2 years | In progress |
| 3. Develop an internal survey instrument. The survey would collect data on employees' thoughts and feelings towards the work environment (e.g., resources available, policies and procedures, relationships between units and up and down the chain of command). Results would be used to make changes and engage in internal dialogues. | Pytel | 1 year | Will work on over the summer and begin survey in the Fall |
| 4. Develop a concept plan and an implementation schedule for the construction of the new public safety training facility. This would include a master plan for the entire site, not just the range. | Pierce | 3 years | City of Davis is looking at some property possibilities |
| 5. Seek funding and build the range part of the training facility. | Pierce | 3 years | Depends on #4 above |

Status as of June 2009 – Youth Issues Strategies

Goal: *The Davis Police Department is dedicated to promoting and ensuring the safety, education, and welfare of all young people throughout the city. We are committed to encouraging young people to avoid drugs and gangs, stay in school, and contribute positively to society.*

| Youth Issues Strategies | Responsible | Timeline | Status |
|---|----------------------|----------|---|
| 1. Implement at least one School Resource Officer (SRO) position. The plan should include: <ul style="list-style-type: none"> ▪ The creation and coordination of an elementary school outreach program involving officers in the classroom. ▪ Coordination of police/student outreach efforts (e.g., mid-night basketball). ▪ Coordination of campus walkabouts by patrol officers ▪ Coordination of drug and alcohol education programs on campus. | Pytel | 1 year | School Resource Officer - Done; the rest we are working on |
| 2. Give at least two “Know Your Rights” seminars designed for high school aged participants and their parents per year. | Pytel, SRO La Fond | Ongoing | Pytel will do two next school year (Fall & Spring) and train SRO La Fond and Officer Ly. |
| 3. Create a DVD that could be shown to students and officers about how to have a successful police/youth interaction. Work with UCD and Davis High in the creation and production of the video. | Pytel, Sgt. Tenedora | 2 year | Project assigned to Sgt. Tenedora |
| 4. Conduct at least one bike rodeo per year at each of the primary schools. | Pytel, Sgt. Phan | Ongoing | Set four schools a year as a goal. Working with Tara Goddard, City Bicycle/Pedestrian Coordinator. One rodeo scheduled with Korematsu Elementary. |
| 5. Conduct at least one child seat inspection event per year. | Pytel, Sgt. Phan | Ongoing | Looking for a good event to hold this at. |
| 6. Conduct a comprehensive review of the Youth Services Unit. The evaluation should minimally include: <ul style="list-style-type: none"> ▪ Does it have clear goals? ▪ Do the goals have measurable and achievable objectives and strategies? ▪ Are there sufficient resources to accomplish its mission? ▪ Are the right resources allocated to the Unit (i.e., officers vs. civilians)? ▪ A review of the effectiveness of the Diversion Program ▪ A review of the gang officer position in the Unit | Waltz, CA Machado | 2 years | Starting soon |
| 7. Review and update the current Citizen’s Academy program. Modify the program to include topics relevant for high school students. Market the updated program in the high schools. | Pytel, PSS Reynolds | 1 year | Scheduled for the fall and working to make it more high schooler friendly. |
| 8. Develop and implement NET program for kids. Incorporate it into the Youth Academy. | Waltz, PSS Reynolds | 1 year | PSS Reynolds is incorporating kids in NET training. |
| 9. Expand Cadet program and find more training opportunities to 13 years or more age group. | Pytel, PSS Reynolds | Ongoing | Working on |

Status as of June 2009 – Crime Reduction Strategies

Goal: *We will reduce crime in the City of Davis by building a community that is resistant to criminal activity and by focusing our resources on addressing existing and emerging crime trends. We will build a safer community by expanding Neighborhood Watch, public safety education, and other forms of community involvement.*

| Crime Reduction Strategies | Responsible | Timeline | Status |
|---|--|----------|---|
| 1. Conduct a comprehensive staffing analysis for the Investigations Unit to determine if appropriate resources are allocated. Analysis will minimally include: <ul style="list-style-type: none"> ▪ Number of cases assigned to the Unit ▪ Number of cases cleared by the Unit ▪ Types of cases assigned and cleared | Waltz, CA Machado | 1 year | Starting soon |
| 2. Develop handouts and web pages for specific kinds of crime prevention tips (e.g., car burglary); Distribute them through apartment managers, neighborhood watches, associations and other means. | Pytel, PSS Doroshov, PSS Reynolds | 1 year | Part of COPPS program - ongoing |
| 3. Work with the Community Development Department to ensure Crime Prevention Through Environmental Design (CPTED) principals are followed when designing new neighborhoods, neighborhood shopping centers, and when existing neighborhoods are redeveloped. | Pierce, PSS Doroshov | Ongoing | Ongoing |
| 4. Annually, conduct four sexual assault education programs to fraternities and/or sororities. | Waltz, Sgt. Doroshov | Ongoing | In progress. Planning for Fall 2009. |
| 5. The Department will develop and implement a program to ensure all employees are trained on Community Oriented Policing and Problem Solving (COPPS). | Pytel, Turay | 1 year | Doing |
| 6. Develop a plan to have all patrol officers trained in Crisis Intervention Training for dealing with persons with mental illness issues and then conduct the training. The training plan should include regular updates for all officers. | Waltz | 2 years | 1/3 of the officers have been through the CIT program. Dispatchers are attending as well. |
| 7. Incorporate the marketing of bank 211 tracking programs into the Crime Prevention Unit's bank education classes. | Ivler | Ongoing | Ongoing - Three banks so far |

Status as of June 2009 – Technology Strategies

Goal: *We will use technology to improve our work efficiency and effectiveness, such as:*

- *Increase officer technological independence from dispatch*
- *Increase the time spent by officers in the field*
 - *Improve quality of reports*
- *Track problem solving efforts*
 - *Increase access to information*

| Technology Strategies | Responsible | Timeline | Status |
|--|---|----------|---|
| 1. Create a police department Technology Master Plan. The Master Plan should include identifying consistent funding for technology projects and setting up replacement funds for all current significant technology projects. | Pierce | 1 year | Draft sent to Information Technology Department |
| 2. Work with the City Information Systems Division to have dedicated IT Staff at PD. | Chief Black | 3 year | No funding right now |
| 3. Evaluate (if appropriate, conduct a trial) report dictation/transcription programs. | Pytel, switched from Pearson | 1 year | No funding right now |
| 4. Conduct significant updating of police website. Make the site more interactive and user friendly. | Pytel, Sgt. Tenedora, CA Machado | 1 year | Sgt. Tenedora and CA Machado are working on this. |
| 5. Install an automated license plate recognition system in at least one patrol car. | Pytel | 2 years | No funding right now |
| 6. Implement in-field fingerprinting scanning capability in patrol cars. | Pytel | 2 years | No funding right now |
| 7. Update technology in interview/interrogation rooms in the Investigations Unit. | Waltz | 1 year | Done |
| 8. Update 9-1-1 hardware and software. | Ivler | 3 years | Confirmed proposal - going to State for approval |
| 9. Research, fund, purchase and implement new “reverse 9-1-1” system. | Ivler | 3 years | Progress made. Working with Chief Conroy |
| 10. Purchase link analysis software for purpose of supporting investigations projects. | Ivler, CA Machado | 2 years | \$6,000 - wish list item, dependent on funding |
| 11. Conduct a review of the Crime Analysis Unit to determine appropriate staffing. The review should look at the current and future functions of the Analyst to determine if permanently assigning a part-time person would enhance the functionality of the Unit. | Pytel, CA Machado | 1 year | Eight months out |
| 12. Annually, conduct training on RIMS and RIMS Mobile– often officers forget, or were never taught that RIMS has certain abilities. | Ivler, Supervisors Barry, Candelo, Lyon | Ongoing | |

Status as of June 2009 – Traffic Safety Strategies

Goal: *We will improve the safety for those utilizing highways and sidewalks by addressing vehicular collisions and law violations through education, enforcement, analysis, and the identification of those locations which cause property damage and personal injury.*

| Traffic Safety Strategies | Responsible | Timeline | Status |
|---|-------------------|----------|--|
| 1. Conduct a comprehensive staffing analysis for the Traffic Unit to determine if appropriate resources are allocated. Analysis will minimally include: <ul style="list-style-type: none"> ▪ Traffic collision trends ▪ Traffic citation trends ▪ DUI trends | Pytel, CA Machado | 1 year | Done |
| 2. Add new speed boards and work with Public Works at placing them appropriately around the community. | Pytel, Sgt. Phan | 2 years | Done and ongoing with Public Works |
| 3. Work with the City Traffic Engineer to ensure the speed survey is updated by June 2009. | Pytel, Sgt. Phan | 1 year | Waiting for City Traffic Engineer |
| 4. Commit one full time officer to dedicated bike enforcement patrols. Expand enforcement efforts to the evening hours and include educational component at all the primary schools. | Pytel, Sgt. Phan | 1 year | Done |
| 5. Conduct radar refresher training every other year for all radar certified patrol officers. | Waltz, Sgt. Phan | Ongoing | Ongoing |
| 6. Have the Crime Analyst provide detailed information on crash data broken down on a monthly and quarterly basis. | Pytel, CA Machado | Ongoing | Doing - Crash information is coming out with hot sheets. |

Status as of June 2009 – Public Education Strategies

Goal: *We will provide public, timely, and accurate information concerning crime, prevention resources, and opportunities for community participation in crime reduction.*

| Public Education Strategies | Responsible | Timeline | Status |
|---|---------------------------------|----------|---|
| 1. Quarterly news articles on crime prevention (Enterprise and Aggie). | Pytel, PSS Doroshov | Ongoing | Doing and working on improvements. |
| 2. Participate in high school orientations at beginning of school year. | Pytel | Ongoing | Youth Intervention Specialist is lined up to begin in the Fall. |
| 3. Utilize businesses to improve the distribution of crime alerts and crime prevention bulletins. Ensure information is sent to the Davis Downtown Business Association and the Chamber of Commerce for blast faxing and emailing to employees. | Pytel | Ongoing | Doing |
| 4. Dispatch will work with the SRO and the school district to conduct annually at least one 9-1-1 education program in at least one classroom at each primary school in Davis. | Ivler | Ongoing | Will start this coming school year - Fall 2009 |
| 5. Create a public safety tab on the City website to inform the public of crime trends and other pertinent safety information (from any department). | Pytel | 1 year | Sgt. Tenedora and CA Machado are working on this. |
| 6. Provide quarterly crime summaries to Aggie/Hub/ Enterprise. | Waltz (changed from Pytel) | Ongoing | Responsibility change from Pytel to Waltz. |
| 7. Continue quarterly community meetings and expand the means of marketing the meetings to increase attendance. | Pytel, switched from Pearson | Ongoing | Will conduct 2 meetings per year for larger beats and are now using Neighborhood Watch meetings to resolve neighborhood issues. |
| 8. Develop and use police listserv to get information out to the public. | Pytel, PSS Doroshov, CA Machado | 1 year | Done and ongoing |
| 9. Link UCD website with Davis PD website. | Pytel, CA Machado | 1 year | Done |
| 10. Purchase 40 Neighborhood Watch signs and NW stickers each fiscal year to support NW. | Pytel, PSS Doroshov | Ongoing | Portion of the signs have been purchased. |
| 11. Conduct Neighborhood Emergency Training (NET) for interested neighborhoods and groups. | Waltz | Ongoing | Ongoing - Already conducted 10 or 11 NET trainings |