



# **CLEARWATER POLICE DEPT. Strategic Plan 2017-2022**



**CLEARWATER**  
BRIGHT AND BEAUTIFUL • BAY TO BEACH



1. CORE PRINCIPLES
2. OBJECTIVES
3. PRECISION POLICING
4. QUESTIONS





# CORE PRINCIPLES

## CPD: CORE PRINCIPLES

- Preservation of Life: Citizens, Officers & Suspects
- Commitment to Excellence
  - Rising Standard of Quality over Time
  - Critical Role of the First-Line Supervisor
- Community Champions
  - Problem-Solving in Neighborhoods
  - Community Engagement
  - Crime Prevention/Deterrence/Fear of Crime
- Principles of Sir Robert Peel

# CORE OBJECTIVES





# CORE OBJECTIVES

- Lowering Crime & Ensuring a Feeling of Safety in Our Community.
- Community Culture of Trust in the Police Department.
- Instill Community Confidence in the Ability of the Police Department.





# PRECISION POLICING

## T6 PLAN

- Tackling Crime
- Training/Employee Wellness
- Tourism
- Trust
- Technology/  
Infrastructure
- Traffic Safety







# TACKLING CRIME

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- **Precision Policing Approach**
  - Data/Pattern Driven. Focus is on Prolific Offenders, Nuisance Locations or Problematic Events.
  - Your Zone, Your Responsibility. Officers are the Chiefs in Their Zone of Responsibility.
  - Problem Solving. It is Stressed at the Lowest Level of the Organization.

## TACKLING CRIME

- **Armed Offender Initiative.** Increase Firearms-Related Convictions of Prolific Offenders, Gang Members and Convicted Felons.
- **Creation and Utilization of Community Problem Response Teams/Special Enforcement Unit.**
- **Burglary Project: R.I.D.** Create New “Lock, Take, Secure” Education Campaigns.



## TACKLING CRIME

- Nuisance Property Abatement Initiative. Combat Problem Properties.
- Lethality Assessment. Domestic Violence Prevention.
- Excellence in Sexual Assault Investigation Training.





# TRAINING & EMPLOYEE WELLNESS

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- Our Theme is Training = Success
- Improve “Near-Miss” and “After-Action” Analysis through Employee-Based Committee.
- Scenario-Based Training Program.
- Implement “2, 10, 20” Program:
  - 2 Years - 4 Hours of Financial/Retirement Planning
  - 10 Years - Nutritional/Fitness Assessment
  - 20 Years - “Operation: Restore”



# TRAINING & EMPLOYEE WELLNESS

- Pathways to Promotion/Assignments:
  - Structured Development Plan for Each Promotion Rank and Certain Specialty Positions.
- Employee Wellness:
  - Promote Safety and Wellness at Every Level.
  - Wellness Coordinator Specifically for CPD.
- Improve Tactical First-Aid Training And Equipment.

TOURISM



# TOURISM

- Policing Strategy for a Revitalized Downtown and Imagine Clearwater.
- Real-Time Crime Center Implementation.
- Expanding Public/Private Partnerships to Allow for Shared Surveillance System Access, Ensuring Rapid and Informed Response.
- Assessment of Potential Soft/Vulnerable Targets Within the City.
- Response Plan Development & Training.
- Upgrade/Replace Hazard Response Equipment.





TRUST

# TRUST

- The Department Emphasizes a “Community Champion” Mindset, which Focuses on Engagement, Problem Solving and Targeting Criminal Elements that Prey on Their Community.



# TRUST

- Procedural Justice Components of Department Training & Community Education.
  - Guard Against Bias.
  - Sharing Policing Data with Public.
  - Sharing Discipline Data with Public.
  - Treating Officers Fairly Improves Officer Attitudes and Performance.



# TRUST

- Reformatting FTO, Evaluation, Promotional Processes to Evaluate Problem-Solving & Neighborhood Policing Activity.
- Improve Response Strategies to Vulnerable Populations (Mentally Ill, Special Needs Children/Adults).
- Formalize Relationship with Research Institution, to Build Effective & Prudent Crime Reduction Strategies, which Reduce Collateral Damage.
- Extend Outreach Efforts to Immigrant Communities (Refugee Relocation) in the City.

# TRUST

- “Park, Walk, Talk” Program Will Continue To Be a Critical Component (Non-Enforcement Police/Community Interactions in the Communities of the Most Need):
  - Community Connection Between Police and Community.
  - Gather Information About Crime Activity in the Community.
  - Problem-Solving.
  - Fear Reduction.



# TECHNOLOGY & INFRASTRUCTURE

## TECHNOLOGY & INFRASTRUCTURE

- Smartphones for All Sworn Employees, Streamline Processes to Leverage Attributes of a Millennial Workforce.
- Strategic Utilization of LPR Technology.
- Replace District Three Station Through CIP to Meet Needs of a District Three Operations Center, Training Campus & Employee Shelter for Natural Disasters.
- Continue Examination of Mobile User Environment.



## TECHNOLOGY & INFRASTRUCTURE

- In-Car Video for Future Patrol Vehicles.
- Computerized Testing on Policy/Scenario Encounters, Providing Context for Governance Policies.
- Implement NIBRS (UCR) Reporting.
- Implement FIRSTNET Compliance Measures.
- Next Gen911 (Text, Multimedia, etc).



# TRAFFIC SAFETY

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- Create Agency-Wide Traffic Enforcement and Citizen Education Campaign. Establish a Management-Level Department Coordination.
- Reduce Traffic and Pedestrian Fatalities and Crash-Related Injuries.
- Work with Traffic Engineering to Implement Engineering-Based Solutions to Traffic and Pedestrian Concerns.
- Improve DRE Training to Prepare Response to Potential Cannabis Legalization/Availability.



QUESTIONS?





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