

Columbia Heights Police Department Strategic Plan 2019



Strategies and Action Plan

Mission Statement

The Columbia Heights Police Department is committed to active partnerships with the community in order to protect life and property, innovatively solve problems, and enhance the safety and quality of life in the communities we serve.

Committed Helpful Professional Dedicated

Strategy 1: Implement problem oriented policing strategies through collection and analysis of data on patterns of crime and disorder for the purpose of focusing crime reduction efforts.

Objective: Continue to utilize best practices for targeting crime, disorder, violent offenders, and crime locations/zones and people.

Action Steps	Person Responsible	Action Status	Target Date(s)
Crime Mapping and Statistics	Police IS Specialist Sergeants (backup) Patrol	<ul style="list-style-type: none"> Continue to make information user-friendly and helpful in determining actual crime patterns and trends Additional program-specific statistical data; i.e. thefts, domestics, frequent people (predictive analysis) Officers to make regular use of Anoka County Records Browser to identify crime trends Maintain database for businesses and residences that have CCTV surveillance and create partnership for investigative purposes Use Accurint successfully (hot spots, SARA, trends, predictability maps, etc.) Research adding Hot Spot access to squad cars Review Calls for Service by duplicate address 	Weekly Reports Daily Ongoing
Targeting Hotspots/Disorder CH Street Crimes Unit Saturation Details	Captains Sergeants Patrol Captains POP & COP Sergeants All Sergeants	<ul style="list-style-type: none"> Daily review of hotspots, persons, and crimes by type through internal and external reports (LEXISNEXIS). Officers to monitor for observed problems to be remediated through the SARA model or other remediation as needed, and update as necessary to include the removal of stale addresses/people Roll-call training for Conduct on Licensed Premise, Nuisance Calls for Service, and city ordinances pertaining to rental properties. Reformat 9000 code for Nuisance Calls for Service All patrol shifts as well as SCU, DTF, SRO's and investigations contribute to weekly hotspot intel and form updating. SCU will be reinstated and act as a hybrid POP/COP response unit. Schedule saturation details to respond to emerging crime trends. 	Weekly assignments with Daily monitoring and updating as necessary 1 st Quarter 2 nd Quarter Ongoing April 1 st June 6 th & October 11 th
Juvenile Accountability (a) Curfew	School liaisons and Patrol Patrol/SRO's	<ul style="list-style-type: none"> Continuing emphasis incorporating patrol/school liaisons. Communicate hours/statutes to schools and students just prior to end of school year Educate parents regarding current curfew statutes, including those that affect parents/legal guardians of willful 	School year

Strategy 2: Involve community partners in policing efforts in order to provide successful communication of information, problem solving, and sharing of responsibility for action and decision-making.

Objective: Forge collaborative community and regional responses to the City’s crime problems.

Action Steps	Person Responsible	Action Status	Target Date(s)
Partnering with apartment owners/managers	COP Coordinator Captains Capt. Johnston/ COP Coordinator	<ul style="list-style-type: none"> • Continuation of quarterly landlord/tenant meetings • Continuation of crime mitigation philosophies where indicated • Continue to improve landlord attendance at trainings • Landlord training for Conduct on Licensed Premise, Calls for Service, and city ordinances pertaining to rental properties. • Landlord training on benefits and improvements provided by camera installation and monitoring, as well as their effect on crime solvability 	Quarterly Meetings Continuous Mitigation 1 st Quarter 2 nd Quarter
Neighborhood Watch/Community Outreach	COP Coordinator Captains Sergeants Patrol COP Committee Non-sworn Staff Capt. Johnston Sgt. Museus COP Coordinator Sgt. Pletcher COP Coordinator SRO Farah Sgt. Pletcher	Plan development to include: <ul style="list-style-type: none"> • Increase participation and communication/ additional areas to include recruiting next generation block leaders and have Neighborhood Watch officers meeting with every block leader and making sure biennial parties are being hosted • Increase NW participation in Circle Terrace and surrounding neighborhood • Increase Neighborhood Watch minority block leaders in historically problem areas • Block Watch Training/4 events (Cameras, CPTED, Narcotics, Current Events at NNO) • Update NW Block Leader list • Communicate block leaders and NW to community more effectively with public (social media posts, success stories, recognition, etc.) • Continue outreach opportunities to our multi-cultural communities by 5 events, including 3 community picnics/Eat & Greets targeting multicultural park locations and new affordable apartment complex on Grand Ave NE. • Utilize existing quarterly review group to review COP activities. (explore cooking with a cop, citizen academy, Cuts with a Cop, Partner with SACA on food drive/grocery bagging, Touch a Truck event, HS BBBS program) • Integrate Senior Roadshow into Coffee w/ a Cop • Partner w/ SAPA to host “Tea with a Cop,” reaching out to minority communities • Neighborhood Watch Awards or annual recognition • Increase community relationship building and/or resource education, utilizing new Circle 	Ongoing Ongoing 3 rd Quarter Ongoing Ongoing Ongoing Ongoing

		<p>Terrace Building</p> <ul style="list-style-type: none"> ○ Look at CHPD Staffing options <ul style="list-style-type: none"> ● Continue community Heart Safe trainings as needed, utilizing community stakeholders to host events as well as frequent CHPD/CHFD sponsored events. Continue to update AED location list/registration within City. ● Add Hilltop to Heart Safe Partnership ● Continue to utilize Multicultural Advisory Committee, maintaining regular meetings and creating annual MAC goals to be met. ● Collaborate with CHFD on Heart Safe ● Partner with/attend other city events 	<p>Ongoing</p> <p>3rd Quarter</p> <p>2nd Quarter</p> <p>Ongoing</p>
Police/Youth Initiative	<p>Capt. Markham School Liaisons Assigned Staff Patrol Non-Sworn Staff</p> <p>Capt. Markham SROs COP Coordinator CSOs</p>	<p>Plan development that includes:</p> <ul style="list-style-type: none"> ● Continued progress in connecting with community's youth ● Collaboration of community partners focused on youth ● Explore training opportunities for families to address drugs and juvenile accountability. ● Explore further outreach, programs, and training to address bullying and cyber-bullying. ● Explore DARE for bullying programs and higher grades ● Monitor attendance of Youth Outreach: <ul style="list-style-type: none"> ○ Teen Academy ○ BBBS <ul style="list-style-type: none"> ▪ High School BBall Program ▪ Elementary/Middle School ○ Explore deeper partnerships w/Recreation & ISD 13 and other city departments ○ DARE ○ Explore HS classroom opportunities ○ Open Soccer ○ Annual Basketball Tournament ● Collaboration with area schools on Bullying program ● Collaborate with Library and explore other partnerships within City ● Bike give-back ● Partner with Parks & Rec to host Bike Rodeo 	<p>Ongoing</p> <p>4th Quarter</p> <p>Ongoing</p> <p>Spring/Summer</p>
Collaboration with Businesses, Schools, city departments, and other entities on common issues and resource sharing to maximize results	<p>COP Coordinator Captains Sergeants Chief</p>	<ul style="list-style-type: none"> ● Continue redevelopment opportunities in Sheffield, Circle Terrace and other identified opportunities ● Partner with Community Development to explore/implement a problem solving plan for the Central Ave business district to include code and quality of life concerns. ● Continue program adding city-owned CCTV cameras at key spots along Central Ave (Community Development) ● Continue to utilize partnerships for Circle 	<p>Ongoing</p>

		<p>Terrace Building programming.</p> <ul style="list-style-type: none"> • Assist School District with crisis planning and training, and technology implementation • Look at camera requirements for licensed rental properties with Community Development • Partner with Lee Carlson Center on community outreach program (COP) for mental health • Communicate crime trends and relevant information to BW early and often • Sustain current business partnerships and grow partnerships as opportunities present • Partner w/ Communication Coordinator to create short videos addressing various police interactions and topics in multiple languages. • Explore other opportunities to partner with Communication Coordinator to create programs and initiatives (Police podcast, educational videos, etc.) • Partner w/ ACAO on Virtual Court Tour in various languages • Annual Domestic Violence Awareness Event hosted by MAC 	<p>End of 2019</p> <p>1st Quarter</p> <p>Ongoing</p> <p>2nd Quarter</p> <p>4th Quarter</p> <p>3rd Quarter</p> <p>October</p>
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Strategy 3: Effectively communicate (internally and externally) department’s mission, values, strategies, and results to facilitate understanding and job effectiveness

Objective: Communicate clearly both internally and externally for the purpose of increasing understanding while continuously seeking ways to improve communication.

Action Steps	Person Responsible	Action Status	Target Date(s)
Branding External Communication	All Staff COP Coordinator Sergeant Captains Communication Coordinator Captains Sgt. Pletcher	<ul style="list-style-type: none"> • Utilize options such as website, Facebook, Twitter and other media to increase visibility and access • Continue and/or increase public service/public interest media articles • Continue branding efforts through communication and contacts with general public • Include safety tips in social media posts • Increase branding efforts during National Night Out and other events (Neighborhood Watch stickers, etc.) • Update CHPD branding video and entryway display materials • Explore MAC Facebook options • “Who’s my MAC Member?” Social Media posts 	Ongoing End of 2019 2 nd Quarter
Employee Recognition	Captains Sergeants All Staff	<ul style="list-style-type: none"> • Encourage use of recognition program by peers • Quarterly communication/feedback for awards recommended • Examine other opportunities to enhance employee recognition • Utilize Nightingale Award 	Ongoing Annual
Inter-department communication LMC	Chief Captains Sergeants All staff LMC Representatives Per Group	<ul style="list-style-type: none"> • Continue having a member of the administration attending at least one evening roll call (per team) on a monthly basis • Meet at least quarterly with the intention of improving labor and management relations • All members actively engage officers and others in the ongoing discussions and decision making • Ensure that there is communication with and input from patrol on monthly basis regarding LMC meetings and other LMC concerns • Committee chairs and team leads are responsible for communicating regular activities to other department members (business 	Ongoing Quarterly

Peer Level Communication		<p>watch, DTF, SCU etc.)</p> <ul style="list-style-type: none"> • Use police calendar to improve communication of department events <ul style="list-style-type: none"> ○ Reviewed weekly and monthly at supervisor meetings • The Chief will meet with each employee 	<p>Ongoing</p> <p>1st Quarter</p>
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	Capt. Johnston	and funding.	1 st Quarter
	Office Supervisor	<ul style="list-style-type: none"> • Explore the purchase of a public safety unmanned aerial vehicle (UAV). • Explore purchase of Public Safety Command Vehicle • Explore cost sharing efforts with CHFD in regards to electronic postage 	1 st Quarter
Expand efforts in employee wellness		<ul style="list-style-type: none"> • Facilitate exercising on-duty • Focus on nutrition training and education • Implement wellness room • Implement multi-faceted approach to wellness (5-prong) <ul style="list-style-type: none"> ○ Heart ○ Nutrition ○ Physical ○ Mental ○ Tactical • Continue seeking new wellness trainings/initiatives, including roll-call trainings • Research new schedule opportunities for patrol 	Ongoing
	Capt. Johnston Schedule Committee		Early 2019
			Ongoing
			1 st Quarter

01/06/2019

Columbia Heights Police Department

Core Training Plan

Instructors listed are recommendations

Patrol

Goals:

- Develop and Maintain Basic Skills
- Provide for Skill Enhancement
- Provide specialty training as identified by assignment, motivation and/or recommendation of peers or supervisors
- Maintain and improve officer safety skills and emotional well-being
- Identify and develop future department leaders

Schools:

One Year:

- Standard Field Sobriety Training (SFST, ARIDE)
- Restraint/Seatbelt (OPUE)
- Radar
- Ethics
- Crisis Intervention Training (CIT)
- Implicit Bias
- ICAT
- DTF Drug Presentation

2-3 Years:

- Interview School
- Search warrant class
- 4th Amendment Training

3+ Years:

- Emotional Survival for LE – Gilmartin
- Enhanced firearms skills training
- Female firearms course
- Leadership course

Other schools as determined by officers and their sergeants to be beneficial to their career development and department needs.

Sergeants

Goals:

- Develop and maintain skills related to effective leadership and management
- Identify and develop future police administrators
- Develop skills for managing tactical and critical incidents
- Develop skills for interacting with the media and the public
- Develop skills related to maintenance professional standards within the departments

Schools:

1 year to 3 years

- Leadership Academy (MCPA) - 1 year
- Media Relations - 1 year
- Internal Affairs – 1 year
- Incident/tactical management (BOWMAC)
- Leadership in Police Organizations (IACP)
- Risk Management
- Managing use of force incidents
- FTO School
- Datamaster operator course

Specialty Sergeant

- Managing the Field Training Program
- Managing Investigations

Captains (optional for sergeant level as determined by Captain and Chief)

- Staff and Command (Northwestern)
- FBI Academy
- CLEO Command Academy (MNCOPA)

Investigations/SRO

Goals:

- Enhance skills related to conducting in-depth criminal investigations
- Develop safety skills related to plain clothes work

Schools:

- Interview School
- Search Warrant
- POR School
- SRO School
- DARE School
- Social media training
- Investigation/Case Load Management training
- Cell phone technology training

Community Service Officer

Goal:

Ensure proper care of animals to ensure the safety of the public. Develop quality customer service skills.

Schools:

- Animal Control
- Customer Service
- Annual City Safety Training
- Non-pursuit driving school
- Extensive searches, handcuffing and transport training

Non-Sworn Staff

Schools

- CJIS
- Customer Service
- Management Techniques (Office Supervisor)
- Evidence Handling
- Microsoft Office Training (city provided)
- Annual city safety training
- Patrol ride along
- NIBRS
- Formal orientation to department to include city ordinances
- BCA Criminal History training

Mandated and Recurring Training

Goals:

Provide for training as mandated by law, POST requirements or department policy.

Training:

- Emergency Driving School/Pursuit Intervention Technique
 - Every 5 years
- First Aid Essentials
 - Every 2 Years
- Firearms Training and Qualifications (yearly)
 - Pistol Qualification (POST Standards)
 - Lasershot or Shoot/Don't Shoot
 - Low light/Adverse Weather Department Shoot
 - Long Gun Shoot (Department Trained)
 - Simmunitions (Topics Rotated yearly from below)
 - Active Shooter
 - Building Search
 - High-risk stops
- Use of Force
 - Yearly Update

- Taser (yearly update)

Annual mandated trainings that can be covered as In-Service or Roll call

- Stop Sticks
- Pursuit Policy Training
- Use of Force and Deadly Force Policy Training
- Hazardous Materials
- Blood borne Pathogens/Right to Know
- NCIC Video
- Data Practices

Specialty Training

Goal:

Provide specialty training as identified by assignment, motivation and/or recommendation of peers or supervisors

Schools

- Data Master
- Drug Interdiction
- Gang Training
- Background Investigations
- DARE Officer training
- Community Oriented Police Training
- Firearms Armorer
- School Resource Officer
- Leadership Academy
 - Officer level for leadership development
- Crime Prevention Through Environmental Design
- Crime Prevention
- Managing Investigations

Instructor and Trainer Schools

Goal:

Identify and train quality educators in the department

Schools:

Taser Instructor
Use of Force Instructor
Less Lethal Instructor
Radar Instructor School
Firearms Instructor
Field Training Officer
First Aid Instructor
Active Shooter