



JANUARY 2022

WOODLAND POLICE DEPARTMENT STRATEGIC PLAN UPDATE

BIANNUAL UPDATE

At the launch of the Department's 2021-2023 Strategic Plan, we stressed the importance of keeping employees and the community informed on our progress. The Department identified four strategic goals:

GOAL #1: PROMOTE A SAFE COMMUNITY BY REDUCING CRIME

- Analyze processes for efficiency and effectiveness

GOAL #2: IMPROVE TRAFFIC AND PEDESTRIAN SAFETY BY REDUCING INJURY TRAFFIC COLLISIONS

- Review and analyze service delivery and staffing

GOAL #3: ENHANCE COMMUNICATIONS EXTERNALLY AND INTERNALLY

- Review and enhance external transparency
- Review and improve internal communication

GOAL #4: DEVELOP OUR PERSONNEL TO SUCCEED

- Evaluate and improve employee development
- Enhance staffing and recruitment

HIGHLIGHTS

Citywide collaborations to mitigate the impacts of homelessness

New Special Events Matrix to assist with city growth and special events

Strong focus on growing Neighborhood Watch and the Volunteers in Policing programs

Working on a comprehensive Succession Management Plan to help develop current and future employees

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The strategic plan is rooted in the community input that we received. It shows how we are working on addressing the issues that matter most to the Woodland community.

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~ Chief Derrek Kaff



WOODLAND POLICE DEPARTMENT STRATEGIC PLAN BIENNIAL UPDATE

This is our first update since implementing our strategic plan. We have accomplished a lot and have made significant strides in the past six months. The two most significant achievements are:

- Completing our Crime Analysis Unit (CAU) Dashboard that will assist in a more effective approach to directed patrol and community problem solving.
- Re-started the Citywide Homeless Collaboration with Public Works, Code Enforcement, Parks and the Police Department to mitigate the impacts of homelessness within the City of Woodland.



ACTION ITEMS

ANALYZE PROCESSES FOR EFFICIENCY AND EFFECTIVENESS:

- Monitor results of the proactive time for patrol directed towards gun violence, homelessness and traffic issues
- Refine crime analysis reports and timeliness
- Continue work on the Homeless Action Plan

SERVICE DELIVERY AND STAFFING:

- Complete a traffic safety study and adjust motor officer deployment schedule
- Currently pursuing Office of Traffic Safety (OTS) grants for equipment, education, and overtime reimbursement

ENHANCE COMMUNICATIONS EXTERNALLY AND INTERNALLY:

- Two town hall meetings each year to share police department updates
- Enhance Neighborhood Watch and Volunteers in Policing
- Create a Community Engagement focus group
- Establish a Youth Police Advisory Council (YPAC)
- Biannual State of the Department address to employees

EMPLOYEE DEVELOPMENT, STAFFING AND RECRUITMENT:

- Create a training focus group
- Reevaluate the training plan
- Establish formal mentorship program
- Develop an actionable succession plan
- Create a multi-generational talent acquisition team



Woodland Police Department Strategic Plan Report Card

In 2021, the Department adopted a 3-year strategic plan, which factored in employee and community surveys, industry best practices, crime trends, response times, staffing levels, and community outreach efforts. [Learn more at https://cityofwoodland.org/1322/WPD-Strategic-Plan](https://cityofwoodland.org/1322/WPD-Strategic-Plan).

Promote a Safe Community by Reducing Crime

CITYWIDE HOMELESS COLLABORATION

Citywide team re-started to streamline tasks as it pertains to impacts of homelessness.



Our part time Crime Analyst is working with the Gang Task Force and collaborating with outside agencies on active cases.

Our Crime Analysis team will attend patrol briefings for timelier information.



Connected with the District Attorney's office regarding a plan for homeless who are resource resistant.

Researched into best practices regarding mitigating the effects of homelessness by contacting and visiting

3

area police departments

Improve Traffic and Pedestrian Safety



Working on maps and a special events matrix in planning for large events and City growth. All operations plans will be stored for future use moving forward.

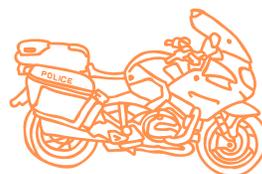


Pursuing Office of Traffic Safety grant opportunities for equipment, training and enforcement costs.

481

NON-INJURY TRAFFIC COLLISIONS PER YEAR

Exploring the possibility of two full time traffic community service officers to assist with collision reporting and parking enforcement. This will free up motor officers to increase traffic enforcement.



Collision and Enforcement Data

Analyzing motor deployment to increase the enforcement availability

**HIGHEST TIMES:
11 AM - 2 PM
AND
4:30 TO 6 PM**



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Enhance Communication Externally & Internally



Town Hall meetings will be held in March and September 2022 to listen and talk with the community.

Neighborhood Watch expanded with 5 new neighborhoods joining since July 2021.



A newly formed Community Engagement Focus Group will meet in the first quarter of 2022.

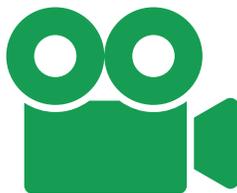


Recruitment for the new Youth Police Advisory Council will begin in January 2022.

Monthly internal meetings will begin in February 2022 with representatives from all bureaus to share information

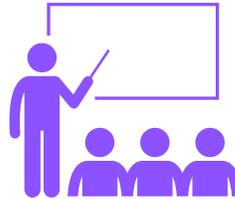


Internal videos to educate staff on changes to initiatives and priorities will occur every other month



The Chief and Command Staff will deliver the first biannual State of Department address to all staff beginning in January 2022.

Developing Our Personnel to Succeed



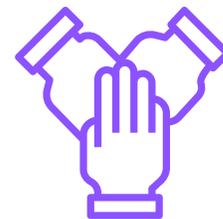
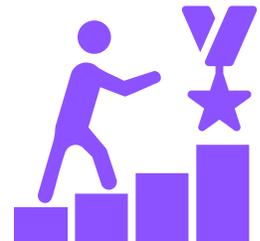
Contacted private companies, local organizations and internal members to create a training focus group.

Solicited reviewers to evaluate the current training plan for all positions.



Creating an 11 member team to establish a formal mentorship program. 1st meeting in February 2022.

Succession Management Team meeting in early January. Focus on career development and annual talent review.



Employee solicitation for the multi-generational talent acquisition team is underway. Selections to be made in February 2022.

A new recruitment website will go live in February 2022.

