

Maplewood Police Department Strategic Plan 2023



Strategies and Action Plan

Mission Statement

The Maplewood Police Department, in partnership with its citizens, will work to solve problems relating to crime and the fear of crime, with an emphasis on meeting community needs.

Excellence Through Service

Strategy 1: Implement problem-oriented policing strategies by collecting and analyzing data on crime and disorder patterns to focus on 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
The identification of and response to problems.	All Department Employees	Identified problem crimes, property, people will have a Problem-Solving Strategy created to help track all activity related to the Problem.	Ongoing
	Patrol Sergeants Patrol Officers	Follow-up on problem-solving strategies will be completed by police personnel through self-assignment or assignment by a Supervisor. Models assigned to crews when applicable by days of week or hours of occurring issues. Promoting ownership into problem solving.	Ongoing
	Lt. Hoemke	Send 2 officers COPS DOJ/Intelligence led policing POP course to get formal training to bring back to the PD and provide department wide training during in-service.	3 rd Quarter
	Command Staff Michael Renner	Create online crime reporting option for identified crimes	4 th Quarter
Rental Housing Licensing and use in problem-solving.	Ofc. Gabriel	COP Coordinator/Rental Housing Officer continues to hold meetings with this group when necessary in order to educate and share information with the owners / managers and tenants.	Quarterly
	Ofc. Gabriel	Maintain an updated Management / Owner contact information sheet, to include afterhours contacts, in Zuercher / Target Solutions.	Ongoing

Strategy 2: Involve community partners in policing efforts to provide successful communication of information, problem-solving, and the 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
Community Outreach	Ofc. Gabriel	Plan, schedule, and conduct community outreach events at multi-family and rental housing communities focused on specific underrepresented groups. Groups include cultural groups, youth/schools/childcare, businesses, elderly, and faith-based groups.	4 th Quarter
	Sgt. Murray Ofc Brown	Conduct an event with a LE affinity association within Maplewood (NBPA, APOA, NLPOA, SAPA)	4 th Quarter
	Ofc. Gabriel	Partner with civic or business organizations (including the MAC) to bring new ideas, capabilities, and resources to events that may lead to recurring events.	4 th Quarter
	All Department Employees	All department personnel, sworn and non- sworn, will complete 20 hours of community outreach during 2023.	4 th Quarter
	Command Staff	Public Safety community outreach multi-purpose vehicle	
Public Safety Citizen Academy	Ofc. Gabriel	Conduct a Public Safety Citizen's Academy with stakeholders in the community.	2nd Quarter
Jr. Police Academy	Ofc. Burt-McGregor Ofc. Geiselhart Ofc Stock	Conduct Maplewood Jr. Police Academy at those locations. Focused on area middle schools and possibly High Schools in district.	4 th Quarter

Evaluate Community Outreach Events effectiveness	Ofc Gabriel Patrol Sergeants	Direct feedback to supervisors or COE coordinator for review and potential updates to events	Ongoing
Multicultural Advisory Committee	DC Busack Sgt. Hawkinson	Social media communication about the MAC. What is it? What do they do? Who do they represent?	2 nd Quarter
		Continue to engage the group regarding department operations and accountability as well as community outreach.	Ongoing
	All Department Employees	Retain the diversity of the group as members leave, and new ones join. Ensure the diversity is reflective of the community. Continuous recruitment encouraged by all employees.	Ongoing, as needed
	DC Busack Sgt. Hawkinson	Have officers attend MAC meetings at least once every 4 years. Encourage MAC members to conduct ride alongs to increase information sharing as well as building the positive relationship between officers and the members of the MAC.	Ongoing, as needed

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
Internal Communication	All Department Employees	Ensure that all personnel are aware of significant events in Maplewood by sending Significant Event reports to all full-time police personnel, including civilians.	Ongoing, as appropriate
	Chief Bierdeman	Significant event notification will be made to City Council Members through Chief Bierdeman.	Ongoing, as appropriate
	Lt. Hoemke Lt. Dugas Supervisors	Notifications sent through Aladtec to all department employees when events such as civil unrest will impact daily operations. Information sent via Aladtec and department email	Ongoing, as appropriate
	Lieutenants DC Busack	Annual one-on-one meetings with each line staff member.	2 nd Quarter
		A second optional time allocation for line staff members who want an additional one-on-one meeting.	4 th Quarter
Roll Call Updates	Chief Bierdeman	Chief will give roll call updates as needed. Giving positive feedback and If possible addressing issues that arise or are communicated through bi-weekly check-ins.	2 nd Quarter, 4 th Quarter
	Patrol Officers Supervisors	Solicit feedback from patrol for roll call updates to identify specific issues to be addressed. Ensure feedback given by officers during bi-weekly check ins is addressed	Bi-annually

Workplace Direction	Patrol Sergeants	Patrol Sergeants will provide daily roll calls with specific workplace direction for each officer on their crews. To be determined by each crew/supervisor	Ongoing
External Communication	Ofc Gabriel	Continue to work with the fire department to educate, inform, and engage the community through social media.	Ongoing
	Lt. Hoemke Supervisors	Officers document positive interactions via photo and forward to Supervisors or communications team on review by Lt Hoemke	2 nd Quarter
Recruiting	Recruiting Committee	Continue to reach out to police officer candidates using creative and innovative platforms Expand on events, use creative recruiting, ie. (MN Wild LE appreciation night or comparable events)	Ongoing
		Create a Police Department recruiting video working with the Maplewood media team.	2 nd Quarter
		Update recruiting materials to include a way to highlight the different pathways to becoming a Maplewood Police Officer.	2 nd Quarter
		Review schools and programs for expansion current list, Build relationships with educational programs	2 nd Quarter
		Conduct Recruiting Committee meetings as needed	Ongoing
Employee Recognition	Command Staff	Plan and hold a recognition event accommodating as many department members as possible Officer of the Year recognition	3rd Quarter
	Sergeants Command Staff	Continue to use of NeoGov to highlight officer's positive actions. Review highlights in roll calls. Continue the recognition from Admin via email and drop ins.	Ongoing

Strategy 4: Assure police accountability to keep the department and its officers functioning properly and focused on the City and Department's mission, values, and goals.

Objective: Develop a comprehensive accountability matrix and conduct management studies to give department management a balanced view of organizational performance.

Action Steps	Person Responsible	Action Status	Target Date
Compliance Checks	Lt. Steiner Records Staff	Conduct the required number of POR, alcohol, and tobacco compliance checks.	2 nd Quarter
		Conduct the meeting with massage and liquor license applicants during their initial background investigation.	4 th Quarter
		Conduct introductory/refresher training for patrol officers assigned to compliance checks.	Ongoing
Strategic Plan Review	Strategic Planning Committee	Conduct a mid-year review to evaluate progress and make adjustments as needed.	2 nd Quarter
		Meet with the MAC to review progress on the strategic plan.	Ongoing
Embedded Social Worker Report	Lt. Dugas	Annual Report will be published in April with a bi-annual report update October.	4 th Quarter
Use of Force De-Briefs	Training Unit	Training Unit Staff will review Use of Force incidents to determine if a debrief needs to be conducted. Debriefs will be led by a Training Unit staff member.	As needed
Focus on Public Safety Traffic Enforcement	All Officers	Traffic enforcement will focus on public safety to ensure the fair and equitable enforcement of traffic violations.	Ongoing
Patrol Expectations	Lt. Hoemke Patrol Sergeants	Patrol expectations communicated and briefed to all shifts to ensure officers are held accountable to the same standards.	Ongoing

Strategy 5: Ensure that the Police Department is staffed appropriately to meet its objectives. Its employees are sufficiently trained and adequately equipped to perform their job tasks at a high level.

Objective: Develop a department-wide training plan that emphasizes personal development, high performing teams, and addresses both skill, and knowledge-based training. Ensure the police department has the resources suitable to carry out job-related tasks.

Action Steps	Person Responsible	Action Status	Target Date
Building and Building-related Needs	All Department Employees	Examine police-related facilities / furniture to determine functionality and accessibility and identify potential improvements.	Ongoing
	DC Busack	Updated desk, furniture and shelving in the DMT room	3 rd Quarter
		Updated security cameras around PD	3 rd Quarter
		Review and update hard interview rooms	4 th Quarter
		Updated PD night entrance exterior signage	4 th Quarter
		Identify interior building electronic access doors	4 th Quarter
		Update the lobby / entrance area of the department to include removing the old mail bins, displaying PD memorabilia and History	3 rd Quarter
Leadership Track	Command Staff Sergeants	Continue to identify and send interested staff to leadership courses	Ongoing
Core Training	Supervisors	Continue to ensure that officers complete training to meet core training expectations. See Appendix 1.	Ongoing
Report process	Command Staff Stephanie Shea	Review report process and report writing	Ongoing
Roll Call Training	Lt. Hoemke	Review of training tasks, policy updates, and other updates in roll call	Ongoing

Strategy 6: A multi-faceted approach to wellness.

Objective: Promote and facilitate a whole health program specific to law enforcement.

Action Steps	Person Responsible	Action Status	Target Date
Mental-Health Program	DC Busack Chief Mondor	Maintain a formal mental health policy regarding annual check-ins and follow-up services. This policy will also cover education regarding mental health.	Ongoing
	FTO Coordinator	New employees are required to attend one mental health check-in their first year.	Ongoing
City Wellness Program	Lt. Hoemke Wellness Committee Members Supervisors	Increase department participation to 75% of department personnel. The city wellness program includes physical health, emotional health, mental health, financial health, and nutritional topics that are all incentivized.	1 st Quarter
		Educate those who don't know how to participate or record their participation. Supervisors should be talking with each member of their crew about the wellness program and helping them participate if they want to.	1 st Quarter
	Lt Hoemke	Create a field training task on the wellness program	2 nd Quarter
	Lt Hoemke	Present to Chief proposed schedule change to 10 hours shifts, Seek end of year feedback.	1st Quarter
Physical Fitness / Nutrition	All Department Employees	Maintain a well-rounded fitness center that is focused on physical fitness and cardiovascular health.	Ongoing
	Lt Hoemke	Partner with Sigma Tactical to conduct heart health assessment for officers.	4 th Quarter
	Lt. Hoemke	Conduct at least 1 nutrition brief during in-service.	2nd Quarter
	Lt Hoemke	Post and encourage participation in department wide fitness challenge	1 st Quarter

FINALIZED: 12/28/2022