

# STRATEGIC PLAN

## PHASE III COMPLETION



January 1, 2018 - December 31, 2018

# STRATEGIC PLAN PHASE III COMPLETION

**GOAL 1: Provide statewide policing to enhance public safety.**

**January 1, 2018 - December 31, 2018**

<p><b>1.1 Statewide Policing</b></p> <ul style="list-style-type: none"> <li>- Increase trooper strength to 1,802</li> <li>- Maintain the number of patrol hours achieved in 2016</li> <li>- Expand the resident trooper program to 16 positions</li> </ul>	<p><b>1.2 Crime Clearance</b></p> <ul style="list-style-type: none"> <li>- Maintain an overall 65% crime clearance rate</li> </ul>
<p><b>1.3 Human Trafficking</b></p> <ul style="list-style-type: none"> <li>- Implement one human trafficking initiative per post</li> </ul>	<p><b>1.4 Traffic Safety</b></p> <ul style="list-style-type: none"> <li>- Conduct one traffic safety initiative per post</li> <li>- Conduct one commercial vehicle traffic safety initiative per district</li> <li>- Maintain the lowest commercial motor vehicle crash and fatality rates in the Midwest</li> </ul>
<p><b>1.5 Forensic Science Evidence Testing</b></p> <ul style="list-style-type: none"> <li>- Reduce average turnaround time to 30 days</li> <li>- Define a forensic science backlog and institute an internal policy</li> </ul>	<p><b>1.6 Sixth District Facility Consolidation Project</b></p> <ul style="list-style-type: none"> <li>- Achieve 50% completion of a new, consolidated facility</li> </ul>
<p><b>1.7 Communications Interoperability</b></p> <ul style="list-style-type: none"> <li>- Implement interoperable statewide NG911 strategic plan</li> </ul>	<p><b>1.8 Cybercrime</b></p> <ul style="list-style-type: none"> <li>- Increase investigations of child exploitation by 10%</li> </ul>
<p><b>1.10 Drug Enforcement</b></p> <ul style="list-style-type: none"> <li>- Increase use of the Michigan Automated Prescription System (MAPS)</li> <li>- Provide four opioid-related awareness presentations per district</li> <li>- Develop Phase II of the Statewide Drug Enforcement Strategy</li> </ul>	<p><b>1.9 Statewide Records Management System</b></p> <ul style="list-style-type: none"> <li>- Increase the number of law enforcement officers using SRMS to 4,500</li> </ul>
	<p><b>1.11 Mobilization Readiness</b></p> <ul style="list-style-type: none"> <li>- Provide mobilization training to all enforcement members</li> <li>- Conduct two simulated mobilizations and an emergency mobilization exercise</li> </ul>

**GOAL 2: Invest in our employees by providing the highest quality training and technology.**

<p><b>2.1 Trooper Recruit Schools</b></p> <ul style="list-style-type: none"> <li>- Conduct at least one trooper recruit school</li> </ul>	<p><b>2.2 Recruiting</b></p> <ul style="list-style-type: none"> <li>- Implement a modern recruiting campaign</li> <li>- Launch Junior Cadet Program</li> <li>- Expand Cadet Program to 10 positions</li> </ul>	<p><b>2.3 Career Enrichment</b></p> <ul style="list-style-type: none"> <li>- Develop continuous education plans for all department personnel</li> </ul>
<p><b>2.4 Personnel Classifications</b></p> <ul style="list-style-type: none"> <li>- Conduct a review of personnel classifications department-wide</li> </ul>	<p><b>2.5 Employee Records Database</b></p> <ul style="list-style-type: none"> <li>- Launch an integrated database for department employee records</li> </ul>	<p><b>2.6 Comprehensive Training</b></p> <ul style="list-style-type: none"> <li>- Deliver implicit bias training to all civilian members</li> <li>- Identify funding and begin construction of an outdoor range</li> </ul>
<p><b>2.7 Investigative Resources</b></p> <ul style="list-style-type: none"> <li>- Train all field personnel to use MI-Intel and the search tool</li> </ul>	<p><b>2.8 Employee Wellness</b></p> <ul style="list-style-type: none"> <li>- Develop a comprehensive wellness program</li> <li>- Promote financial wellness information</li> </ul>	<p><b>2.9 Daily Activity Snapshot</b></p> <ul style="list-style-type: none"> <li>- Provide commanders with a daily activity snapshot</li> </ul>

**GOAL 3: Enhance customer service by building on the department's foundation as a service organization.**

<p><b>3.1 Mobile Application</b></p> <ul style="list-style-type: none"> <li>- Launch a smartphone mobile application for posts to connect with community members</li> </ul>
<p><b>3.2 Community Outreach</b></p> <ul style="list-style-type: none"> <li>- Hold at least one citizens' police academy per post</li> <li>- Conduct at least two community outreach activities per division</li> <li>- Maintain the level of community engagement achieved in 2017</li> </ul>



Beyond 2018...

## 20-Year Vision

### Priority areas:

- Provide statewide policing to enhance public safety
- Invest in our employees
- Provide the highest quality training
- Deploy state-of-the-art technology systems
- Enhance customer service
- Build on the department's foundation as a service organization