

2016-2019 Strategic Plan Progress Sheet

UPDATED 8-23-16

Goal	Description	Recommendation	Performance Time Frame	Progress/Completed
I. (SSD, FSD, ISD)	Prevent and Suppress Crime: Strive to maintain Corona as one of the safest cities in the nation.	Remain as stated. Utilize Comp Stat/Predictive Analysis. Evaluate better use of civilian resources with suppressive and proactive measures.	Crime View training by April 1 st for Corporal group	All Corporals received Crime View training by the due date of April 1. According to a report from the online ranking company, Niche.com and based on FBI crime stats, Corona was rated No. 13 in the 2016 list of the safest cities in America with populations over 100,000. This was due to the combined efforts of all three Divisions.
II. (SSD)	Maintain Adequate Staffing Ratios: Monitor population impacts. Minimum of 1.2 officers per 1000 recommended. Fill vacant full-time positions.	Monitor population impacts upon crime and staffing needs. Evaluate OT vs. Personnel costs. Evaluate temp Motor Officer positions, if continued, justification to make positions permanent.	Proactive in filling vacancies. Finalize HR study regarding overtime use and staffing levels in Dispatch. Hire new dispatchers if warranted. Evaluate new civilian positions in Traffic. Evaluate temp. Motor Officer positions by Sept. 30, 2016.	Evaluate Temp Motor Officer Positions: The planned large housing construction, much of which is high density, along with the completion of the Foothill Expansion more than justify the need for the motors. Lt. Reynolds is gathering data to compile into a justification staff report. Evaluation of the new civilian positions in Traffic ongoing. Updated by Cervantes: 8-23-16 Over the last two F/Y, 2 new Dispatcher Positions have

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				been approved. Hiring process currently underway. Updated by Rodriguez 8-23-16
III. (FSD)	Maintain an Emergency Response Time within Five-Minutes: It is desirable that 90% of emergency calls should arrive in five-minutes or less, preferably four-minutes or less.	Remain as stated. Crime analyst and other designated personnel will track CAD, Corona Solutions, Crime View on at least a monthly basis. Evaluate size and configuration of zones and patrol deployments in order to adjust to changing conditions to ensure efficiency.	Within the next 12 months, evaluate need for additional CSO's in Patrol and other support personnel. Ensure zone integrity is maintained. Explore the need for an additional designated zone in the South/East section of the city due to population growth and call load.	During the last 6-months, the response times for 90% of the Priority 1 calls have been under five-minutes. Updated by Lt. Johnson 07/29/16 Patrol Commanders are currently evaluating both the need for an additional designated zone in the S/E section and CSO's to handle past report criminal report investigations. Ongoing. Updated by Weeks: 8-23-16
IV. (SSD)	Radio Interoperability- More Robust System: During the 2015-2016 budget year, to enhance radio operability, Harris Unity Radios ordered for all sworn officers and vehicles. Radios will operate on PSEC and offer interoperability with CNUSD and CFD. Staff will continue to work to ensure Harris radios are fully compliant with PSEC system.	Remain as stated. Gather final costs and proceed with implementation. Continue the integration of CNUSD radio channels into Harris Radio for interoperability.	By July 2016, outfit all sworn personnel/police units with Harris Unity Radios. Continue with MOU process with RivCo PSEC radio system. Migrate to PSEC system by December 2016.	Agreement received from PSEC and under review. All Harris radios have been ordered and installed. Updated by Rodriguez: 8-17-16
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V.	Maintain and Enhance Partnerships with the Community: Maintain and enhance such programs as CPCP,	Remain as stated. Explore expanding Adopt-A-School Program to include more	In 2016, Lieutenants will encourage, supervise, and report on programs within	City/CNUSD agreement approved July 2016 extended another five years

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(SSD/FSD)	<p>Adopt-A-School, Chaplain Program, Clergy Program, Public Safety Day, National Night Out, Police Department Volunteers, Crime Prevention Assistants, and other community based programs.</p>	<p>interaction with students as well as Public Safety Dispatcher involvement in providing 9-1-1 for Kids Program.</p>	<p>their zone responsibilities to identify resident and business concerns, solve short and long term problems and disseminate police information. Zone lieutenants will be more active in their zones and increase community contacts. Seek an additional year of CDBG funds for two part-time crime prevention positions.</p>	<p>for all four SRO positions.</p> <p>Updated by BL Thierjung - 7-25-16</p> <p>Funding for the CDBG part-time crime prevention assistance <u>approved</u> for F/Y 16/17.</p> <p>Update by Barb Thierjung – 8-23-16</p> <p>Run W/ ACOP is working with 100 Mile Club and school district to have monthly run nights. Program also expanding with Adopt-A- School and officers at schools to be more active with students.</p> <p>Zone LT.s continue to work with constituents within their zones on troubled areas and setting up crime watch meetings.</p> <p>Updated by Patton 7-31-16</p>
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VI. (SSD, ISD, FSD)	Implement Department Wide “Succession and Success” Plan	PD has identified the fact that numerous police employees will be eligible for retirement in the next few years. As such, the PD is committed to a lasting and successful culture and is committed to our employees ensuring all are prepared to meet their own personal career goals, as well as the continued excellence in service to the community.	By April 1, 2016, a comprehensive Succession Plan will be provided to all CPD personnel. In addition, CPD will have selected specific individuals at each rank to act as mentors and guides for those employees recently promoted and to partner with them for a full year.	Succession Plan completed and sent to the department on March 3, 2016. Mentoring Program completed and mentors selected. Sent to the department on June 9, 2016. Updated by Lt. Banales-6-30-16
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VII. (SSD)	Enhance In-House Technology and Equipment: PD is highly dependent on technology that improves employee productivity and ensures a high degree of service to the community; CAD, RMS, property/evidence systems, employee scheduling, 911 management, PD website, online reporting and other related software and hardware.	Remain as stated. Research, evaluating, and providing recommendations will be completed by the technology committee. Replace/upgrade current CAD/RMS	By December 2016, preliminary evaluations with CAD/RMS system vendors to be completed and RFP process initiated with anticipated implementation of new system by March 2018. Partner with CFD for training/certification of new EMD program by April 2017. Complete current E 911 system upgrades and be on-line with PSEC project by end of 2016. Continue to	CAD/RMS Consultant selection <u>approved</u> July 2016. Updated by BL Thierjung - 7-25-16 CAD/RMS Pre-kickoff meeting held on August 11 th to review project schedule. Project Team kickoff meeting scheduled for 9/15. Needs assessment, scheduled for 9/22.

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			<p>collaborate with Administrative Services to automate timekeeping reporting.</p>	<p>Updated by Rodriguez 8/17/16</p> <p>911 Upgrade is in full swing with training for all Dispatchers and IT during months of July/Aug. Cutover scheduled to be completed by 8/18.</p> <p>Updated by Rodriguez 8-17-16</p> <p>Transitioning to a new EMD has begun with software on-site and training scheduled for Aug. thru Oct. for certifications.</p> <p>Updated by Rodriguez 8-17-16</p>
<p>VIII. (SSD)</p>	<p>Enhance and Expand City-Wide Camera System: In 2013 Strategic Plan, PD proposed the City move to a unified video management system for all video camera assets. Phase I integrated over 400 cameras, which includes Traffic Management cameras. Phase II will add cameras to 14 additional parks; 5 parks funded through CDBG funds.</p>	<p>Move into future phases. Expand program with new cameras in City Parks and other City facilities. Promote partnerships with private companies and organizations and develop a standard business integration. Continue efforts with integration of the CNUSD camera system.</p>	<p>Phase I should be completed by July 2016. Expand program over 12-18 months. Develop standard for integration for private business cameras. Evaluate legacy cameras for replacement. Phase II completion by July 2017.</p>	<p>Camera Phase II - scope of work outstanding.</p> <p>Updated by BL Thierjung - 7-25-16</p> <p>Camera Phase I completed except for the fiber connection to the Circle City Center. Fiber connection will be completed once Main St. bridge construction is completed – anticipated</p>

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				completion date 1/17. Updated by Rodriguez 8-18-16
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IX. (SSD)	Animal Services & Enforcement: Maintain and improve an Animal Control program that enforces City ordinances regarding the possession and control of the residents' domestic animals. Maintain and develop new partnerships with non-profit organizations such as the Mary S. Roberts Pet Adoption Center to increase the chances of responsible pet adoption and the reduction of euthanasia rates.	Goal to remain as stated.	New facility opened in late August 2015. Additional enhancements are needed as part of phase II; constructing a drop ceiling and conditioning the warehouse area is necessary to effectively impound, assess and provide a temp holding location for animals brought to the shelter. Continue to assess needs for more volunteer staff to ensure licensing and compliance with animal licensing requirements. In year two, expand public awareness and education for spay/neuter and responsible adoptions to include an annual fundraising event.	Animal Shelter Phase II Bid complete July 2016. Awarded to Delt Builders. Updated by BL Thierjung - 7-25-16 Council <u>approved</u> vendor contract to Delt Builders. Updated by Rodriguez 8-18-16 Annual fundraising event, in partnership with CPCP, scheduled for October 3 rd at the Texas Roadhouse. Updated by Rodriguez 8-17-16 Microchipping Program: In July 2016, implemented a voluntary microchipping program for all adopted/redeemed animals. This will be expanded to a

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				<p>mandatory program by revising the CMC requiring all dogs and cats residing in the city to be microchipped. Program presented to Public Services on 8-11-16.</p> <p>Updated by Rodriguez 8-17-16</p> <p>In June 2016, A city employee Pet Fostering Program was established during kitten season to assist with caring for newborn and young kittens that are not of adoptable age.</p> <p>Updated by Rodriguez 8-17-16</p> <p>3 new volunteers have been added to assist with adoption efforts. Personnel Unit continuing to process volunteers.</p> <p>Updated by Rodriguez 8-17-16</p>
<p>X. (SSD)</p>	<p>Fiscal Efficiency: Fiscal unit will regularly report year to date budget compliance and issues. Ongoing for the three year period will be continual staffing analysis that addresses maintaining a safe community and ongoing efficiency.</p>	<p>Goal to remain as stated.</p>	<p>Monthly monitoring of the PD's overall budget. Work with city finance to promote system efficiency reviews/ develop process improvements. Participate</p>	<p>Fiscal Year 2016-17 annual budget is complete. Review of budget line & item detail will be ongoing. Several grants have been submitted (CDBG – Crime Prevention,</p>

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			in citywide efforts for grant assistance under eCivis and Client First. Conduct review of parking violations and penalties to current legislation by September 2016.	Homeland Security – Microwave Link, JAG – Harris Radio installs, DOJ – Community Policing – Homeless Drug Treatment Assistance, and currently being prepared; DOJ - COPs Hiring for three PO I/II positions). Working with IT on gathering materials for new permit system. Survey has been completed for all parking violations and penalties with other surrounding agencies. Updated by BL Thierjung - 7-25-16
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XI. (SSD)	On-Going Department Review of Practices, Procedures, and Policies: PD must remain flexible and attentive to change, such as criminal activity, changes in the cultural environment, citizen, and business needs and issues, and other situations that may arise. Employee superior performance, celebration of milestones, promotions, job satisfaction, and accomplishments need to be continually recognized, implemented and practiced each year of the Strategic Plan.	Goal to remain as stated with current modifications.	Within next 12 months, implement recommended changes involving approved use of exterior body armor for overall back health and a new procedure for mandatory employee de-briefs for overall mental health.	EVC Uniform Sub-Committee formed March 2016. Presentation to Command Staff and Approval 7/7/16. Project Complete. Updated by Auck 8/22/16