

# Strategic Plan Implementation

INITIATIVES	DIVISION ASSIGNED	DATE ASSIGNED	ESTIMATED DATE OF COMPLETION
Hire 30 police officers to fill vacant positions.	Support Services	July 2011	On-Going
Hire 10 civilians to fill vacant positions.	Support Services	July 2011	On-Going
Increase the number of police officers assigned to the Patrol Division.	Chief's Office; Patrol Operations	July 2010	July 2015
Reinstitute the Police and Corrections Team (PACT)	Special Operations	July 2011	Completed
Develop and implement a means to reduce gang crimes.	All	July 2011	On-going
Purchase, train, and deploy a narcotics dog for the Investigations Division.	Investigations	Jan. 2011	Completed
Develop and implement a Mounted Posse Unit.	Community Services	Jan. 2011	Completed
Develop and implement an organized retail crime association.	Special Operations;	March 2011	Completed
Identify and implement a mechanism to track pawn shop and second hand dealer transactions.	Special Operations; Investigations	March 2011	July 2015
Increase traffic education and enforcement	Field Operations; Community Services	July 2010	On-going
Research, purchase and deploy new technologies to assist in criminal investigations.	All Divisions	March 2011	On-Going

Develop and implement a Community Services Bureau in the Chief's Office.	Chief's Office	July 2010	Completed
Restructure the Crime Free Multi-Housing program to include greater participation by the Community Services Bureau, Neighborhood Policing Centers, and Patrol Division.	Community Services; Special Operations; Patrol Operations	Jan. 2010	Completed
Successfully host the 2013 International Crime Free Multi-Housing Conference.	Community Services; Special Investigations	July 2011	July 2013
Reinstitute the Citizens' Police Academy.	Chief's Office	July 2010	Completed
Develop and implement a newsletter to share information with police personnel and community members.	Community Services	Jan. 2011	Completed
Enhance the Department's volunteer program.	Community Services	Jan. 2011	On-going
Develop and implement a means to involve the Communications Bureau in the police department's community outreach efforts.	Support Services	July 2011	Jan. 2013
Publish the police department's new policy manual for the public.	Support Services	July 2011	Dec. 2013
Enhance the relationship between the police department and Community Police Review Commission.	Chief's Office	July 2010	On-going
Expand the Police and Clergy Partnership program to gain citywide representation.	Investigations; Community Services	July 2011	On-going
Decentralize the discipline process, giving greater responsibility to members of command staff and middle mgmt.	Chief's Office	July 2010	Completed

Increase the number of sergeants and supervisors attending the POST Supervisory Leadership Institute (SLI) and Leadership Riverside.	Support Services	July 2010	On-going
Increase the number of lieutenants and managers who attend POST Command College, Senior Management Institute for Police (SMIP), West Point Leadership, Leadership Riverside and the FBI National Academy.	Support Services	July 2010	On-going
Develop and implement in-house leadership training.	Chief's Office	July 2010	Dec. 2013
Develop and implement a program to rotate Field Training Officers to an investigative assignment to increase experience and further development.	Field Operations/ Investigations/ Special Operations	July 2011	Jan. 2013
Develop and implement an in-house mentoring program for new employees.	Support Services	Dec. 2011	Completed
Develop and implement regular promotional seminars for all employees.	Support Services	July 2011	On-going
Create a non-profit police foundation to provide funding for police youth programs.	Chief's Office	July 2010	Completed
Develop and implement an at-risk youth intervention program.	Community Services	July 2010	Completed
Develop and implement a police internship program for college and high school students.	Community Services	July 2010	Sept. 2013
Develop and implement a Citizens Academy for youth.	Community Services	July 2011	July 2012
Continue to support and enhance the Explorer Program.	All	July 2010	On-going
Continue to support and enhance the Youth Court Program.	All	July 2010	On-going

Continue to support and enhance Traffic Safety for youth.	Community Services	July 2010	On-going
Recruit and hire an assistant chief of police and deputy chief of police to strengthen the executive command staff.	Chief's Office	July 2010	Completed
Relocate Patrol under one command within the Lincoln Street police facility.	Chief's Office	July 2010	Completed
Relocate the Communications Bureau to the Magnolia Street police facility.	Chief's Office	July 2010	July 2012
Relocate Records Bureau personnel to the Lincoln Street police facility.	Chief's Office	Jan. 2011	Completed
Relocate Police Headquarters from the Orange Street police facility to a location to be determined.	Chief's Office	Jan. 2010	July 2013
Rewrite the Department's policy manual to reflect best policing practices.	All	July 2010	Dec. 2013
Conduct a comprehensive staffing audit to determine the appropriate level of personnel resources are allocated for each Division.	All	July 2010	July 2012
Devise and implement a plan to provide radio interoperability among Riverside area public safety agencies.	Support Services	July 2010	On-going
Develop and implement an administrative appeal process.	Chief's Office	July 2010	Completed
Develop and implement a more effective and efficient case management system.	Investigations	July 2011	July 2013
Develop and implement a Police Officer Reserve program to augment personnel resources.	Support Services	July 2011	July 2013