



# Tigard Police Department Strategic Plan Report Card

In September 2018, the department adopted a 3-year strategic plan, which factored in employee and community surveys, industry best practices, five years of crime trends, response times, staffing levels, overtime spending, case clearance, and community outreach efforts. [Learn more at www.tigard-or.gov/police/strategic\\_plan.php](http://www.tigard-or.gov/police/strategic_plan.php).

## Focus on Effective Use of Data & Technology

### Increase Traffic & Pedestrian Safety



Installed photo traffic enforcement cameras at three intersections along SW Pacific Highway (99W):

- 72nd Avenue
- Hall Boulevard
- Durham Road

Transitioned to **Mark43**, a more user-friendly, efficient police report and records management system.

Purchased Lasershot with asset forfeiture funds, which is an interactive, scenario-based training system that helps sharpen officers' de-escalation skills.



Began using photo evidence applications, Axon Capture and evidence.com, to more easily transfer digital data from officers' phones to property and evidence.

### Can You ID Me?

Developed a webpage for public input in identifying suspects of unsolved crimes.

### Online Police Reporting

Designed an online reporting application at [www.tigard-or.gov/report-a-crime](http://www.tigard-or.gov/report-a-crime).

## Strengthen Community & City Relationships & Partnerships

**80-100** Yearly Events 

**Chat with the Chief** and **Coffee with a Cop** are two of the events the department organizes.



**500** Attendees participated in the second Police Open House in September 2019.

Involved community members in the hiring process.



Increased the department's social media presence.

## Enhance the Professionalism of the Department



**103** Industry Best Practice Standards

The department earned accreditation from the **Oregon Accreditation Alliance** after meeting all best practice standards.

Command staff served on various law enforcement boards and committees.



### Supervisor Training and Certification:

★ **Force Science Analytics** teaches how to improve peace officer response during high stress and threatening encounters.

★ **Police Legitimacy** and **Procedural Justice**, a framework for equitable police interactions with public. All officers received four hours of this training.

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## Strengthen Our Leadership System

Assigned **supervisors** to **present leadership trainings** at management meetings.



**2 Year** Sergeant Promotions List Created



Attended leadership and risk mitigation conferences.

## Build a High Engagement Culture



Implemented a Recruit Training Evaluation Program to improve evaluation and development of new officers.

Encouraged more feedback from staff, especially for promotions and specialty assignments.



### Reassigned Officers to Patrol

**2** School Resource Officers **1** Narcotics Detective

After budget cuts of three vacant officer positions and one vacant lieutenant position, the officers listed above were reassigned to patrol.

Developed an **improved wellness program.**



Enhanced the staff awards and recognition program.

## Build a Responsive Organization Structure Assuring Efficient & Effective Resource Deployment

### Performance Audit

The City of Tigard hired an independent agency to conduct a performance audit of each city department. Their recommendations for the police department included adding:

**+8 Patrol Officers** to increase minimum staffing levels.

**+1 School Resource Officers (SRO)** within 1-3 years.

**+1 Crime Analyst** within 1-3 years.

2020 Police Levy passed and will fund 8 more patrol officers, 1 SRO, support staff, crisis intervention and de-escalation training.



A **Traffic Sergeant** position was added to manage the Photo Traffic Enforcement program.

One K-9 team was certified in narcotics detection.



“ The strategic plan is a living, breathing document. It is a blueprint for success in achieving our vision, mission, and core values. ”

~ Chief Kathy McAlpine