



Gerrish Township Police Department 2023 - 2026 Department Goals & Objectives

Training

- Will strive to obtain, practice, and maintain as much leadership training as operationally possible.
- Will continue to provide in-house trained instructors for Tasers, Weapons, LEIN, etc. for our staff to meet required training.
- Will continue to mentor each other through experiences of fellow Officers.
- Will expand the use of on-line web-based training platforms for relevant, new and changing training on public issues and law enforcement encounters.
- Will support the CERT team and actively recruit and train new members.

Technology

- Will strive to obtain, practice, and maintain the technical training necessary to serve our community professionally and strive to be a technology leader amongst our peer Departments as well as keeping up to date on law reforms and policies.
- Will keep up-to-date technology to improve communications with area Departments and agencies to include platforms, data base sharing and cost sharing.

Staffing

- Will maintain a stable, experienced and fully funded staff.
- Will strive to keep up with the latest strategies for recruiting and retention in the police profession and provide proper funding for same.

Community

- Will strive to continue flourishing and nurturing the Community Policing philosophy and encourage all staff to participate in community events.
- Will continue to mandate **all** Officers to be Community Police Officers.
- Will maintain our commitment to a low crime rate through the use of continual analysis of time and data information in correlation with personnel scheduling.
- Will purchase equipment such as radar speed signs to assist with traffic calming, speed monitoring and surveys to assist our residents with complaints in problem areas.
- Will keep our website updated to expedite communications with our community.
- Will continue to embrace social media platforms as a positive proactive way to

communicate effectively with our Community and use them as tools to gather feedback from the community.

- Will maintain a Department-wide commitment to foster the growth of ACT NOW, support its missions, assist with branding and maintain seamless integration to prove they are a visible and valuable asset to our community.
- Will hold impromptu casual events to welcome residents to interact with Officers in a non-enforcement venue (i.e., Coffee with a Cop, Department Tours/Open House, picnics, pig roast, etc.).
- Will develop strong relationships with the community by reaching out to groups that we don't normally interact with such as visiting school kids at recess or lunch, visiting seniors at senior centers, and attending Veteran group events or meetings.
- Will review Township Ordinances and when needed make amendment requests to the Township Board based on valid trained input so that they are palatable to the residents and enforceable by the Police Department.
- Will collaborate with other Departments and agencies in investigations to assure that our crime rate is low and conducive to an attractive place for people to live and work.
- Will collaboratively work with Emergency Service branches to plan for and mitigate hazards and continue to strengthen the Emergency Management plan for Gerrish Township to ensure the safety of all employees and the community.

Work Environment

- Will review and amend Department policies and procedures so that they are consistent with current practices and/or needs.
- Will explore revenue generating opportunities when available and present them to the Township Board to assist them in controlling costs to the Township.
- Will strive to share resources and use manpower more collaboratively in an effort to control costs.
- Will support the mental and physical health of the staff through designating areas for physical and mental well-being repose and participating in group employee activities.
- Will maintain clean and tidy workspaces and add storage shelving, bins, lockers, etc., to cut down on clutter.
- Will stay true and focused on our Department's Mission and Vision including remaining mindful of cost containment to our residents without subjecting them to unreasonable risks.
- Will strive to practice and maintain safety through updating equipment when necessary, Officer's experience, training, classroom instruction, updated case law information, as well as training interaction with other departments for the safety of all Officers.

- Will expect to hold each other to the highest ethical standards every day and not feel threatened to report any unfavorable actions to administration.
- Will use our best judgement when representing Gerrish Township within the public sector.

Internal & External Relationships

- Will lead our internal and external partners with ethics and integrity by focusing on decision making that is legal, ethical, and moral on all matters that affect Gerrish Township. All decisions must be reviewed using this criterion.
- Will strive to lead other internal and external partners to give and receive professional respect as necessary for our organization to function with continuity.
- Will strive to keep a transparent and open image of our Department to the public.
- Will be committed to fostering an environment of respect and support between the Township Board, Township employees and the community in relation to the training, experience and decisions recommended by the Department for the good of the community.
- Will make decisions collaboratively that are best for the Gerrish Township Police Department using solid decision-making models through inclusion of the entire Police Department team.
- Will maintain an open positive work relationship with our fellow Officers, Township employees and the Gerrish Township Board.
- Will maintain interpersonal relationships in the Department that are friendly, open, creative, and always team spirited and motivated.
- Will maintain a professional, positive atmosphere as we work with other Criminal Justice Agencies as we solve community problems together on a day-to-day basis.
- Will strive to achieve seamless communications between Department members and all Gerrish Township employees and board members.
- Will bolster appreciative “positive” communications from the public directed to Officers by sharing with the Township Board and fellow employees.
- Will strive to strengthen our partnership with Gerrish Fire/EMS by joining together on issues that promote collaboration with our community.