

STRATEGIC PLAN

2016-2020



LANSING POLICE DEPARTMENT
Lansing, Illinois

Dennis L. Murrin Jr.
Chief of Police

FORWARD

Message from the Chief:

On behalf of the men and women of the Lansing Police Department, I would like to present to you the Lansing Police Department's vision of the future through our five year Strategic Plan. It has been quite some time since a plan such as this has been introduced. Thus, this plan was developed through many hours of hard work and commitment by both sworn and civilian staff members of our department. Our staff worked in partnership and in unison with community leaders and residents alike in seeking input with which to build a sustaining roadmap for our continued future success. The backbone of this plan is based on the community support which we received throughout this process.

The goal of this plan is to identify areas of concern which affect both residents and employees alike as well as to provide a measured path to make any necessary changes based on these concerns. This proactive plan outlines areas of both successes and identified areas of improvement. In those areas where improvements were suggested, the Lansing Police Department is committed to making those suggestions a reality. Where successes were noted we will continue to seek out future successes by searching for a more efficient manner to provide for them.

For this plan to be successful it will take on comprehensive reviews to ensure its compatibility with our ever changing dynamic community. The members of the Lansing Police Department are dedicated to providing our community and residents with the finest, most professional law enforcement services possible. However, we cannot take on this endeavor alone. I hope that you share in our plan for it will be through your loyal and devoted partnership with us that you may have great pride in our work.

Dennis L. Murrin Jr.



MISSION STATEMENT

“The Lansing Police Department, in a partnership with the community, will provide the best possible service and protection for our citizens utilizing the core values of Loyalty, Pride, and Devotion.”

CORE VALUES

LOYALTY – BE FAITHFUL TO THE LAW, COMMUNITY AND EACH OTHER

We will be loyal to the United States Constitution and the laws of the State of Illinois, the public trust given to us by the community we serve, the Lansing Police Department and our fellow employees.

PRIDE – SHOW PRIDE IN OUR COMMUNITY, DEPARTMENT AND PROFESSION

We will take pride in the Village of Lansing, the Lansing Police Department, and the profession of law enforcement. We will do our best to live up to our Oath of Office and the trust which has been placed in us by our community.

DEVOTION – FULFILL OUR OBLIGATIONS TO OUR COMMUNITY

We will be devoted to fulfill our duty to the best of our abilities. We will conduct ourselves with professionalism and confidence. We will exercise self-restraint and objectivity in the face of all circumstances. We will always work towards excellence through constant self-improvement and be mindful of how we impact our community.

Introduction

The Lansing Police Department is proud to offer its first comprehensive, five-year Strategic Plan. This plan will help to guide the department and serve as a “road map” to the future. As you will see in this document, this plan is a collaborative effort between our internal and external stakeholders in an effort to improve police services. Our hope is that this document will spark improved relationships with the community and staff, leading to improved satisfaction from all parties involved.

Benefits of the Strategic Plan

- 1. Community Perceptions and Needs.** The Lansing Police Department continues to interact with its constituents as partners and customers. Like any business, it needs to identify its constituent’s needs to know how to meet them. A Citizen Satisfaction Survey was designed, distributed and analyzed.
- 2. Building Community Partners.** Community members often have questions about police services and how they are delivered. When community members are more familiar with police services, they are more likely to be supportive. A Community Planning Session was held to build strong community-police partnerships. The final plan will be presented to the Community group in order to solidify support for the plan.
- 3. Internal Agency Improvements.** Employee responses to the agency’s Internal Job Satisfaction Survey will inform the Administration more effectively about our employee’s needs and concerns. This will allow for appropriate responses to these issues.

The Process

- 1. Phase One: Citizen Satisfaction Survey**
 - a. Determining Community Perception.** The citizen surveys offer the department a significant opportunity of finding out the answers to these questions:
 - 1)** How do our customers perceive crime in the community?
 - 2)** How does crime affect them?
 - 3)** How does the community perceive the police department?

The surveys were distributed in person to groups within the community and also posted online at the Village website. The survey was posted and was open for input until the end of October 2015. Over 220 surveys were completed.

2. **Phase Two: Internal Employee Survey. Determining Agency Perceptions.** A survey was created to empower our employees to have input into the planning process. The survey was designed to garner the opinions and perceptions of the Lansing PD staff. Ultimately the employee's hard work will drive the success of the initiative.

The internal surveys were distributed to all LPD full-time employees. The surveys were completed anonymously in order to gather the most honest responses.

3. **Phase Three: Community Planning Session. Engaging Constituents.** The third phase involves bringing police officers together with community leaders and citizens for candid conversation concerning police services. There are several goals to this activity, including teaching officers the value of asking the community what it wants from its police force and showing the citizens that the department truly values their opinions.

This session was conducted on February 12, 2016 in the Lansing Police Department classroom. In attendance were representatives of the school districts, service organizations, chamber of commerce, and faith-based community.

4. **Phase Four: Completion of the Strategic Plan.** Armed with the findings of the surveys and planning sessions, the committee met to draft our strategic plan. This plan will be specifically designed to identify the long-term objectives of the Lansing Police Department and provide a set of short-term goals which will serve as a roadmap for achieving the overall objectives.

OBJECTIVES

Improve Overall Safety in our Community				
Strategies:			Responsibility:	
1	Increase Neighborhood Presence & Patrols		Patrol	
2	Increase Premise Checks (School & Business)		Patrol	
3	Concentrate on Nuisance Areas		CID, Patrol, Community Policing	
	a. Hotel Interdiction			
	b. Parks			
4	Maximize Radar Trailer & Decoy Car Usage		Patrol, Community Policing	
2016	2017	2018	2019	2020
Increase radar trailer locations by 10%	Increase amount and quality of citizen interactions to include more premise checks	Reduce Nuisance calls at tracked locations by 15%	Evaluate previous progress and adjust strategy	Evaluate and continue as necessary

Increase Community Awareness & Outreach				
Strategies:			Responsibility:	
1	Establish LPD Social Media Program		Admin / PIOs	
	a. Build Department Facebook Page			
	b. Explore other Social Media Outlets			
2	Revise Crime Blotter		Village Preparedness	
3	Build Upon Current Community Policing Program		Community Policing	
4	Increase Involvement of Community Groups		Admin	
5	Expand Database for "at-risk" Citizens		Community Policing	
6	Increase Involvement of Citizen Academy Grads & Volunteers		Cmdr. Support Services	
2016	2017	2018	2019	2020
Explore Facebook Page. Update Web page monthly. Improve Blotter	Redesign Dept. Web page. Expand Social Media/Comm. Policing Programs	Develop Citizen Volunteer Program	Evaluate current programs and continue expansion	Hold external stakeholder meeting to measure effectiveness

Quality of Service / Department Professionalism

Strategies:		Responsibility:		
1	Reduce Call Response Times	Patrol / Radio		
2	Improve Overall Image (Uniforms/Equipment)	Field/Support Commanders		
3	Increase Friendliness & Approachability	Patrol / Supervisors		
4	Educate Citizens on Police Practices	Community Policing		
5	Provide Officers with Citizen Feedback & Issues	Community Policing		
2016	2017	2018	2019	2020
Develop plan for how to reduce overall response time	Achieve “no defects” on complete staff inspection	Implement citizen education and officer feedback programs	Reduce call response times by 10%	Repeat Citizen Satisfaction Survey

Enhance Job Satisfaction Through Professional Development

Strategies:		Responsibility:		
1	Improve and Assist with Promotional System			
	a. Educate Employees on the Process	Training/Admin		
	b. Suggest Alternative Testing Methods (Assessment Center)	Administration		
	c. Organize Study Sessions	Training		
2	Develop Succession Training Program			
	a. Develop Formal Training Plan for Each Rank/Position	Training		
	b. Increase Opportunities for Specialty Assignment	Administration		
	c. Develop a Formal/Informal Mentoring Program	FTO Coordinator		
3	Plan for Increasing Manpower / Staffing			
	a. Explore Alternative Funding Sources	Grant Staff		
	b. Continue to Push for Administrative Plan	Admin		
	c. Reflect Community Demographics / Diversity	Recruiting		
2016	2017	2018	2019	2020
Prepare package on alternative testing methods, add new Tac position	Meet with Village admin reference long-term staffing plan. Develop formal mentoring program & training plans.	Increase involvement in mentor program by 25%. Establish study sessions for Sgt. testing process	Evaluate effectiveness of programs based on promotional process	Repeat Internal Job Satisfaction Survey

Increase Diversity of Agency Personnel

Strategies:		Responsibility:
1	Expand Recruitment Program	Recruiting Team
2	Focus on Recruiting High Quality Applicants	
	a. Develop Working Relationships with Quality LE Schools	Recruiting Team
	b. Explore Lateral Transfer Program	Admin
3	Increase Diversity for both Sworn & Non-sworn Positions	
	a. Seek Out Minority Schools & Programs	Recruiting Team

2016	2017	2018	2019	2020
Develop comprehensive recruiting program	Develop outreach with colleges & university LE programs. Attend job fairs at targeted locations	Increase minority applicants for all positions	Monitor success and retention of recruited individuals	Use recently hired to help recruit future employees

Improve Departmental Training

Strategies:		Responsibility:
1	Expand Mandatory Training Program for All Officers	Training
2	Continue to Expand In-House Training for Personnel	Training
3	Host NEMRT Classes	Support Services

2016	2017	2018	2019	2020
Develop comprehensive training program. Train with an outside agency	Host a minimum of four (4) NEMRT classes. Provide in-house training for all personnel	Evaluate effectiveness of current training. Expand outside agency training	Complete mandatory training for all personnel	Host "major" training event

Establish Comprehensive Equipment Replacement Plan

Strategies:		Responsibility:		
1	Fleet Replacement and Maintenance	Support Services		
2	Computers & Electronics	Support Services		
3	Radio and Communications Equipment	Sup. of Communications		
4	Weapons	Support Services / Range		
5	Explore New Technology	Support Services		
	a. LPR Systems			
	b. Body Cameras			
6	Research Alternative Funding Sources for Equipment/Technology	Grant Staff		
2016	2017	2018	2019	2020
Begin researching new technology for future implementation (LPR / Body Cameras)	Develop plan for upgrading current handguns to include rail/flashlights	Implement a comprehensive fleet replacement plan	Complete long-term capital replacement plan for building & equipment	Evaluate improvement of equipment & systems

Conclusion

The Lansing Police Department will continue to review the strategic objectives set forth in this document. The Strategic Planning Committee will meet annually to update and modify our objectives to best serve the needs of the Department and our community partners. Progress made during the year will be reported in the Department's Annual Report.

Thank you to all who participated and helped to develop this plan.

2016 Strategic Planning Committee

Cmdr. Pete Grutzius, Committee Chairman

Cmdr. Rick Slough

Det. Lt. Steve Roberts

Lt. Al Phillips

Sgt. Tim Glinski

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Det. Mike Hynek

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Special Thanks for Document Preparation

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