

Columbus Police Division Directive	EFFECTIVE	NUMBER
	Oct. 30, 1998	10.11
	REVISED	TOTAL PAGES
	Dec. 30, 2016	2
Strategic Plan		



I. Introduction

- A. The Columbus Division of Police Strategic Plan is intended to provide a statement of direction for the Division in providing services and accountability to the community. Beyond the daily basic services **the Division** provides, **it** has a responsibility to use its funding wisely, efficiently, and effectively. The demands for services range broadly and thus **the Division** must be prepared for infrequent, but critical, situations as well as those that are routine and predictable. Planning ahead **and** within budget allows **the Division** to respond to and adapt to the needs of **the** community and **its** personnel. Keeping both safe and secure is a constant priority.
- B. ***A multi-year Strategic Plan will be developed and implemented to coincide with each term of the Chief of Police. To accompany the Strategic Plan, the Chief of Police shall assign goals and objectives to be reviewed annually.***

II. Definitions

A. Strategic Plan

A multi-year plan that articulates long-term goals and objectives and outlines a plan for achieving them. The Strategic Plan shall include the following:

- 1. Long-term goals and operational objectives,***
- 2. Anticipated workload and population trends,***
- 3. Anticipated personnel levels,***
- 4. Anticipated capital improvements and equipment needs, and***
- 5. Provisions for review and revision as needed.***

B. Division Annual Goals and Objectives

Specific goals and objectives assigned to each organizational component that are reviewed and updated annually to support the multi-year Strategic Plan. Goals are broader operational milestones that may consist of smaller short-term objectives.

III. Policy Statements

- A. **The Strategic Plan and the Division's Annual Goals and Objectives** shall be maintained on the intranet and **made** available to all Division personnel.
- B. Each **annual** goal and objective shall include the following:
 - 1. **Position** accountable for delivery
 - 2. Time line for completion
- C. An update shall be submitted **to the Chief of Police** by the deputy chiefs providing the status of each **annual goal and objective** by:
 - 1. June 15th
 - 2. November 1st
- D. The report detailing the progress of the goal's attainment shall be attached to the appropriate **annual goal and objective**.

IV. Procedures

- A. Chief of Police
 - 1. By November 30th of each year, attend a retreat with Executive Staff members to **review the Strategic Plan progress and** develop and assign **the Division's Annual Goals and Objectives for the coming year**.

Note: The Strategic Plan should not be updated unless significant shifts in operations, philosophy, or leadership call for a Division-wide shift in direction.

 - 2. By December 31st of each year, finalize the **Division's Annual Goals and Objectives**, distribute copies to Executive Staff, and place **it** on the Division's intranet.
- B. Subdivision Deputy Chief
 - 1. Attend the Strategic Plan retreat, **assist the Chief of Police with developing** the **annual goals and objectives**, and assignments.
 - 2. **Delegate responsibility to** subordinates **for implementing** objectives **related to goals**.
 - 3. Set time line target dates.
 - 4. Provide the Chief of Police with updates by June 15th and November 1st of each year on each **annual** goal assigned to your respective subdivision.
- C. Assigned **Personnel**
 - Update the deputy chief with the status of your assigned objectives before the review due dates.