

CASTLE ROCK POLICE DEPARTMENT

FIVE-YEAR STRATEGIC PLAN 2024-2029

JUNE 18, 2024



EXECUTIVE SUMMARY

History of Past Town Council, Boards & Commissions, or Other Discussions

The Castle Rock Police Department 2019-2023 Five-Year Strategic Plan was unanimously passed, approved and adopted on May 7, 2019 by the Castle Rock Town Council.

Notification and Outreach Efforts for 2024-2029 Five-Year Strategic Plan

- Strategic planning work sessions were held on March 1st, 2024 and March 12th, 2024 with Command Staff.

Public Safety Commission presentation on April 4th, 2024:

- Unanimously recommended adoption on May 2nd, 2024

Disseminated for employee review and feedback:

- March 22nd, 2024 - April 5th, 2024

Community Open House session:

- April 29th, 2024

EXECUTIVE SUMMARY

The Strategic Plan is a five-year roadmap designed to:

- Guide the department
- Assist the budget planning process
- Influence allocation of resources

The Strategic Plan supports One-by-One policing by serving as the guiding principle and foundation for our three pillars:

- People
- Innovation
- Community

The Strategic Plan establishes policing goals in the focus areas of:

- Crime
- Traffic
- Quality of Life

ONE-BY-ONE POLICING

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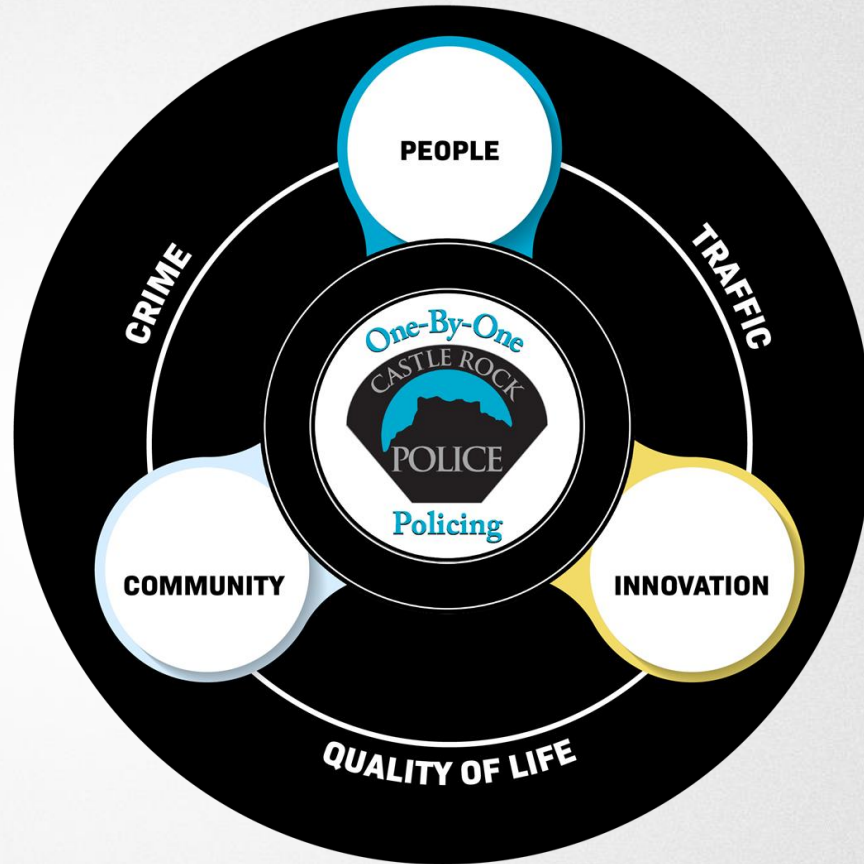
By serving people one-by-one, together, we can create safe and secure environments where people can thrive.



People – Innovation – Community

Our One-By-One Policing philosophy of focusing on serving individuals, one person at a time, creating environments that are both physically and psychologically safe and where people can thrive, is supported by our three strategic pillars: People, Innovation and Community.

- **People:** We invest in our team members by providing quality training and the best equipment available. We are laser focused on creating a healthy organizational culture where our members can thrive internally so that positivity can translate to our everyday interactions with the community. This is at the heart of our One-By-One Policing philosophy.
- **Innovation:** The ability to innovate is key. We embrace the latest technology and best practices to problem solve and address crime.
- **Community:** Policing is a team effort. Creating safe communities must involve community trust and partnerships. We are grateful for Castle Rock's support and it's something we don't take for granted. Each and every day we work on strengthening these relationships through every interaction.



PILLAR: PEOPLE

Goal	Strategic Action
<p>Promote and provide an intentional focus on people through the 8 Dimensions of Wellness.</p>	<p>Emotional: Mental Health program, Peer Support</p>
	<p>Environmental: In the Details program, quiet rooms, shift-differential, shift bidding and rotations</p>
	<p>Financial: Competitive compensation (Public Safety pay scale), financial education (part of overlap training), Fire and Police Pension Association (FPPA), social security</p>
	<p>Intellectual: Encourage team members to participate in developing procedures, training investments (internal and external), tuition reimbursement (Town)</p>
	<p>Physical: eFit program (CRPD), Healthy Living program (Town), Wellness program (CRPD)</p>
	<p>Social: Community and informational boards (connection with culture), Family Academy, family events hosted by CRPD, organizational chart (navigate faces with names), policing family culture</p>
	<p>Spiritual: Chaplain program</p>
	<p>Occupational: Accomplishments / recognition program, annual department survey, annual one-on-one meetings with members, awards program, Command Connect meetings, Master Police Officer (MPO) program, One-By-One Policing philosophy, training investment (internal and external)</p>

PILLAR: INNOVATION

Goal	Strategic Action
Lead the policing profession in innovation by becoming early adopters of technology and practices	Enhance transparency, accountability and the overall safety of both officers and the public through the use of technology to include body-worn and in-car cameras
	Drones as a first responder program
	Train on de-escalation techniques with an emphasis on crisis intervention, co-responder units and active bystandership as well as the use of less-lethal practices to include launchers, tasers and specialty impact munitions
	Utilize the most comprehensive network of technology to include a Town-wide camera system and license plate readers to support a real-time crime center
	Effective placement and use of police therapy dog teams (schools, co-responders and Peer Support)
	Dispatch center using emerging technology to support rapid response and intelligence-led policing
	Continuous development and implementation of leading-edge policing tactics

PILLAR: COMMUNITY

Goal	Strategic Action
Host opportunities for community engagement	Citizens Police Academy, Explorer Post, National Night Out, Touch-A-Truck, RUOK?, Coffee With A Cop, CRPD Five-O Trailer, Youth Police Academy
Provide crime prevention programs and initiatives	Crime Free Multi-Housing, Crime Prevention Through Environmental Design, Rock Watch, National Night Out, neighborhood watch programs and the Bike Patrol program
Operate an active volunteer program	Utilize Community Safety Volunteers, Explorers, and Victims Assistance Unit volunteers to involve community members in supporting law enforcement efforts
Continue to foster partnerships with stakeholders	Key Holder program, Downtown Liaison Officer, Public Safety Commission, School Resource Officer program
Maintain open and transparent communications	Social media, news releases, website, community presentations
Actively seek feedback from the community	Utilize customer (citizen) survey tools to evaluate and critique police service, participate in Town-wide biannual citizen survey

POLICING FOCUS: CRIME

Goal	Strategic Action
Maintain or reduce crime rate and provide a sense of safety	Operate a real-time crime center with dedicated response capability
	Apply intelligence-led and data-driven policing through a dedicated crime analyst
	Participate in regional investigative task forces to include Colorado Organized Retail Crime Alliance (COORCA), FIRST and Impact units
	Participate in the Douglas County Regional SWAT Team
	Utilize a Community Action Team to address specific crime trends
	Provide resources on all Victim Rights Amendment (VRA) crimes and traumatic incidents (i.e. domestic violence, sexual assault, death)
	Enhance crime prevention through public education and community engagement
	Investigate, collect and preserve evidence
	Continue to cultivate relationships with local, state and federal agencies

POLICING FOCUS: TRAFFIC SAFETY

Goal	Strategic Action
Monitor, evaluate and respond to incidents and areas of concern	Assess high crash locations and school zones through data analysis and citizen input
Participation with State-funded safety campaigns	Click It or Ticket, DUI enforcement
Provide advanced investigative capabilities through specialized personnel, technology and training	Specialized crash investigation including 3D and aerial mapping, crash reconstruction and event data recorder and video analysis
Contribute to the collective traffic safety narrative	Collaborate with traffic safety partners to include Town of Castle Rock Public Works, Colorado Department of Transportation, Colorado State Patrol
Conduct community-wide traffic safety awareness efforts	Educational outreach, high-visibility patrols and enforcement campaigns, school programs, community events

POLICING FOCUS: QUALITY OF LIFE



Policing Focus: Quality of Life

In addition to its primary focus of crime prevention and community engagement, the Castle Rock Police Department plays a vital role in enhancing residents' quality of life by addressing a range of non-criminal concerns.

Beyond attending community events and Homeowners Association (HOA) meetings to foster dialogue and build relationships, the department actively educates residents on strategies to enhance their quality of life and collaborates with them to address various issues. These include traffic management to ensure safe and efficient transportation, proactive measures to mitigate noise disturbances, and collaboration with local agencies to address environmental and health-related concerns.

Furthermore, the department actively participates in initiatives aimed at promoting public health and well-being. This includes conducting welfare checks on vulnerable individuals, to include the elderly through our RUOK? program and unhoused individuals. By prioritizing these quality of life issues, the Castle Rock Police Department remains dedicated to fostering a safe, harmonious, and thriving community for all its residents.



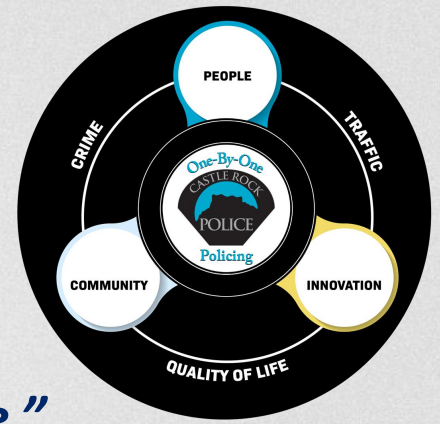
PATH FORWARD

Goal	Strategic Action
Focus on people	Lead from the heart, positively influence our organization and the policing profession by continuing to shape and promote our healthy culture
	Develop, support and care for our team members
	Consistently demonstrate and reinforce our One-By-One Policing philosophy
	Support and invest in the 8 Dimensions of Wellness
	Lead with an infinite mindset
	Earn trust of team members
	Identify and retain community-minded team members who possess qualities and characteristics needed for a modern-policing approach
Monitor Police Department workload	Analyze number of calls for service, response times and calls handled by dispatch
Monitor Town growth	Analyze forecasted growth to assist with future resource allocation
	Evaluate Police Department workspace needs to accommodate future growth
Engage in national police organizations	Continue membership and engagement with the International Association of Chiefs of Police and the Police Executive Research Forum



QUESTIONS

STAFF RECOMMENDATION



“I move to approve the Resolution as introduced by title.”

Alternate Motions

“I move to approve the Resolution as introduced by title with the following conditions _____.”

“I move to continue this item to the Town Council meeting on [date] to allow time for: _____.”