



O'FALLON POLICE DEPARTMENT

Strategic Plan

2008 - 2012

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WELCOME FROM JERRY SCHULTE, CHIEF OF POLICE

Greetings!

The O'Fallon Police Department is proud to present its first Four Year Strategic Plan, a document to guide our efforts at effectively ensuring community safety through December 31, 2012. Its development has involved the hard work of a number of members of this Department, as well as a highly committed committee of community citizens, and I am proud of the contributions each of them has made.

Several points about this Plan are critical. First, it is a blueprint to guide our programs, our progress, and our budget requests for the next several years.

Second, in order to be most effective, it must be viewed as a living, breathing document. Changes in crime patterns, citizen expectations, city demographics, and economic conditions may require that it be fine-tuned as we move into the future. As a result, we will be reviewing it annually to ensure that it addresses the needs and expectations of the citizens of O'Fallon and the professional responsibilities of this Department.

Third, we recognize that it is an ambitious document. We have identified over 100 specific objectives that we plan to accomplish before December 31, 2012. Knowing that we cannot do all these at once, we have identified three timeframes during which we expect to achieve these objectives: immediate (those implemented between now and December 31, 2008), intermediate (anticipated between January 1, 2009, and December 31, 2010), and long-term (anticipated between January 1, 2011, and December 31, 2012).

Finally, the success of this Plan will rest on the commitment of all the men and women of this Department, the regular review of our accomplishments by the Department's leadership, and the accountability of those who are assigned responsibility for its implementation. We anticipate a rigorous and on-going process of assessment of our efforts, coupled with quarterly reports to the City's administration, our City Council, and our citizens.

The O'Fallon Police Department looks forward to the challenges this Plan offers and wholeheartedly pledges its continued commitment to our expressed Mission: To enhance the quality of life in the City of O'Fallon through the protection of life and property, the reduction, of crime, the preservation of peace, and the protection of individual rights.

Sincerely,



Jerry Schulte
Chief of Police



A MESSAGE FROM ROBERT LOWERY, JR., CITY ADMINISTRATOR

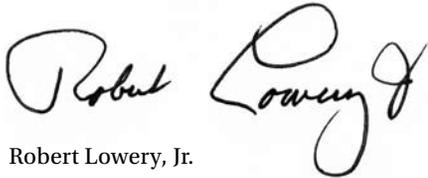
I'd like to congratulate the O'Fallon Police Department upon the completion and distribution of its first Four Year Strategic Plan. Their willingness to envision their role in the future of this City and to involve citizens in the development of this plan reflects community policing at its best, and I am proud of this outstanding accomplishment.

The efforts of our Police Department to express a Vision of the future, to clearly define the Mission of the Department in our growing community, and to articulate the Values on which their professional service rests reflect the true essence of public service.

In O'Fallon, we expect all our City employees to excel in their service to our citizens and in their stewardship of public resources. This blueprint for the future of O'Fallon's Police Department provides the guidelines for each and every member of this outstanding agency to do just that!

As the Department's Values statement reflects, leadership is about vision, character, competence, commitment, and putting others first. With this Strategic Plan, the O'Fallon Police Department has indeed established itself as a leader within this City and among the nation's law enforcement agencies.

Congratulations on a job well done!



Robert Lowery, Jr.
City Administrator



DEPUTY CHIEFS



Major Kyle Kelley



Major Bill Seibert



O'Fallon Police Department
(O'Fallon Municipal Centre East Entrance)
100 North Main Street
O'Fallon, Missouri 63366

OUR VISION

A Partnership with the Community to ensure the safety of O'Fallon and to provide professional police services with integrity, commitment, and respect.

OUR MISSION

It is the mission of the O'Fallon Police Department to enhance the quality of life in the City of O'Fallon through the protection of life and property, the reduction of crime, the preservation of peace, and the protection of individual rights.

OUR VALUES

Integrity

We believe that professional competence and adherence to the Code of Ethics for our profession and for this Department exemplify integrity and ethical behavior. For us, this Value includes responsibility and accountability for our actions, commitment to service and to the law, honesty and dependability, loyalty to this Department, and compassion for those we protect and serve.

Courageous Leadership

Leadership is about vision, character, competence, commitment, and putting others first. Within the O'Fallon Police Department, courageous leadership includes the practice of timely, focused, apolitical decision-making that effectively deals with the difficult issues that our officers and we as a Department must face. It recognizes accountability for what we do, openness to our members and the public, effective communication at all levels, and courage in doing our jobs.

Pride

We recognize that the practice of policing, in both sworn and civilian ranks, is an honorable calling, and we will uphold the requirements of our public offices with the honor, distinction, and requirements of duty that they demand.

Respect

As members of the O'Fallon Police Department, we believe that it is our responsibility to treat all our citizens with respect, with dignity, and within the safeguards of our Constitution. We further believe that it is our responsibility to treat each member of the O'Fallon Police Department with courtesy, respect, and a positive regard.

OUR STRATEGIC PLAN

Goal One

To create a safer community by increasing citizen awareness and participation in crime prevention and through effective crime suppression strategies.

Strategy 1.1

Strengthen and improve partnerships with the community to prevent and report crime.

- Objective 1.1.1** To promote safe neighborhoods by providing contemporary crime prevention and educational programs, such as Neighborhood Watch.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate
- Objective 1.1.2** To identify and address neighborhood problems by attending homeowner association, community, and neighborhood watch meetings.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate
- Objective 1.1.3** To focus on enhancing the relationship with O'Fallon's youth through the utilization of programs such as School Safety Programs, Police Explorers and Safety Town.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate

Strategy 1.1 cont.

- Objective 1.1.4** To develop and implement specific crime prevention programs to meet the needs of unique audiences, such as financial institutions, churches, and child care facilities.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate
- Objective 1.1.5** To enhance the Department's website and expand its use as a communications vehicle with the community.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Intermediate
- Objective 1.1.6** To enhance the use of all media, such as government cable television and local newspapers.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate
- Objective 1.1.7** To enhance and expand the Citizens Police Academy.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Intermediate

Strategy 1.2

Ensure effective response to citizen calls for service.

- Objective 1.2.1** To conduct an annual review and evaluation of the Department's patrol zone structure and deployment to assure an effective response to citizen complaints and calls for service.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 1.2.2** To include as a budget request six additional police positions for each of the next four years, with three proposed to be added each January and three each July.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Immediate

Strategy 1.2 cont.

- Objective 1.2.3** To develop a standard ratio of supervisors, detectives, and support staff, including communications, evidence, and records personnel, to be requested upon the addition of new officers.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 1.2.4** To maintain the Department's K-9 Program, with an annual review of its use and effectiveness.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 1.2.5** To enhance the Department's crime scene processing capabilities.
Assigned Responsibility: Lt. Tom Harris
Timeframe for Action: Long term
- Objective 1.2.6** To develop a program using public safety technicians to take specific types of reports.
Assigned Responsibility: Lt. Scott Walker
Timeframe for Action: Long term
- Objective 1.2.7** To examine on at least an annual basis the response time of Departmental personnel to emergency and non-emergency calls.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Intermediate

Strategy 1.3

Apply a proactive approach to crime trends and citizen concerns.

Objective 1.3.1 To establish a criminal intelligence unit responsible for the analysis and dissemination of criminal information and criminal intelligence.

Assigned Responsibility: Lt. Jeff Gray

Timeframe for Action: Intermediate

Objective 1.3.2 To collect, analyze, and utilize criminal and juvenile intelligence information for directed patrol and targeted enforcement efforts.

Assigned Responsibility: Lt. Jeff Gray

Timeframe for Action: Intermediate

Objective 1.3.3 To reestablish the Field Investigations Team for directed patrol and targeted enforcement activities.

Assigned Responsibility: Major Bill Seibert

Timeframe for Action: Long term

Objective 1.3.4 To continue to expand Departmental capabilities regarding the investigation of cyber crimes through participation and cooperation with the Regional Computer Crime Enforcement and Education Group (RCCEEG), the Missouri Internet Crimes Against Children (Mo ICAC) Task Force, and the St. Charles County Cyber Crimes Unit.

Assigned Responsibility: Lt. Jeff Gray

Timeframe for Action: Immediate

Objective 1.3.5 To conduct a review, coordinated with other city public safety departments, of all proposed commercial and large scale residential developments to ensure public safety considerations, such as expected levels of service and emergency access and response, are taken into account.

Assigned Responsibility: Major Kyle Kelley

Timeframe for Action: Intermediate

Strategy 1.4

Ensure effective emergency management and domestic security capabilities.

Objective 1.4.1 To maintain National Incident Management System (NIMS) compliance for all sworn and City first responder personnel.

Assigned Responsibility: Lt. John Neske

Timeframe for Action: Immediate

Objective 1.4.2 To ensure compliance with all Federal and State interoperability requirements and, as a result, successful communication between all law enforcement, emergency medical services, and fire entities within this County.

Assigned Responsibility: Lt. John Neske

Timeframe for Action: Long term

Objective 1.4.3 To ensure that emergency policies, plans, and protocols are in place and are reviewed on an annual basis.

Assigned Responsibility: Lt. John Neske

Timeframe for Action: Intermediate



Strategy 1.4 ^{cont.}

- Objective 1.4.4** To conduct an annual Citywide tabletop emergency exercise.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Intermediate
- Objective 1.4.5** To provide regular and realistic practical exercise or training on emergency situations such as the impact of a tornado and the presence of an active shooter.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Intermediate
- Objective 1.4.6** To establish a full-time emergency management/domestic security coordinator position within the Police Department.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Long term
- Objective 1.4.7** To continue to gather emergency plans for all targeted businesses, hospitals, schools, and other identified facilities, including the identification of key assets, contact personnel, and emergency capabilities.
Assigned Responsibility: Lt. Tom Harris
Timeframe for Action: Immediate
- Objective 1.4.8** To computerize all emergency management information for access from Departmental vehicles.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate
- Objective 1.4.9** To continue to seek grants from the State Emergency Management Agency for emergency preparedness and citizen education.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate

Goal Two

To enhance the safety of O'Fallon roadways through effective planning, enforcement, and education.

Strategy 2.1

Ensure aggressive enforcement of drunk and impaired driving laws.

- Objective 2.1.1** To ensure officers are current in Standardized Field Sobriety Testing certification and Type III operator permits.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Intermediate
- Objective 2.1.2** To obtain a new intoxilizer instrument and maintain up-to-date breath-testing technology.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Intermediate
- Objective 2.1.3** To maintain sufficient trained Drug Recognition Experts to meet Department needs.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Immediate
- Objective 2.1.4** To obtain digital videocameras for all traffic units.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Intermediate
- Objective 2.1.5** To obtain digital videocameras for all patrol vehicles.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Long term

Strategy 2.2

Create and enhance special traffic initiatives, both enforcement and education, focusing on unique community issues.

- Objective 2.2.1** To enhance speed reduction efforts in residential and commercial areas through the integrated use of motorcycles, marked patrol vehicles, and new technologies.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Long term
- Objective 2.2.2** To obtain driver license scanners and automated ticket writers for all traffic units.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Intermediate
- Objective 2.2.3** To annually conduct an intensified “Back to School” enforcement program.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.2.4** To conduct school bus enforcement activities as needed.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.2.5** To develop and implement an education and enforcement program focusing on child protection.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.2.6** To expand the Department’s program of community education regarding traffic safety.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate
- Objective 2.2.7** To provide advanced training in traffic crash investigation to all traffic enforcement personnel.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Long term

Strategy 2.3

In conjunction with other City departments and state and local law enforcement agencies, coordinate efforts to increase traffic law enforcement in O’Fallon.

- Objective 2.3.1** To assign an officer to serve as the Department’s liaison to the City’s Traffic Committee.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.3.2** To implement the City’s traffic calming policy.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.3.3** To integrate Departmental traffic control and safety improvement efforts with the appropriate City and State agencies.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.3.4** To continue participation on the statewide “Click It or Ticket” Program.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Intermediate
- Objective 2.3.5** To continue participation on the statewide “Move Over” campaign.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.3.6** To develop and submit a proposed modification to the City Code implementing the State “move over” statute.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate
- Objective 2.3.7** To ensure a regular multi-agency intensive DUI effort within O’Fallon.
Assigned Responsibility: Sgt. Mike Plum
Timeframe for Action: Immediate

Strategy 2.4

Seek out alternative sources of funding to enhance traffic education and enforcement efforts.

Objective 2.4.1 To continue to apply for and receive Highway Safety grants relating to checkpoints, traffic enforcement wolfpacks, and speed enforcement.

Assigned Responsibility: Sgt. Mike Plum

Timeframe for Action: Immediate

Objective 2.4.2 To continue to apply for and receive annual specialty grants from the Missouri Safety Center.

Assigned Responsibility: Sgt. Mike Plum

Timeframe for Action: Immediate

Objective 2.4.3 To explore alternative governmental, industry, and non-governmental organization sources of funding for traffic enforcement initiatives.

Assigned Responsibility: Major Kyle Kelley

Timeframe for Action: Intermediate

Objective 2.4.4 To seek traffic enforcement funding from the Blueprint for Highway Safety.

Assigned Responsibility: Sgt. Mike Plum

Timeframe for Action: Intermediate

Objective 2.4.5 To create a grant writing team to seek out additional funding opportunities to meet Departmental needs.

Assigned Responsibility: Major Kyle Kelley

Timeframe for Action: Intermediate

Goal Three

To ensure agency and individual accountability by efficient and effective use of resources.

Strategy 3.1

Ensure facilities and equipment meet the evolving needs of the City and the Department.

Objective 3.1.1 To transition to a new radio system.

Assigned Responsibility: Lt. John Neske

Timeframe for Action: Immediate

Objective 3.1.2 To ensure compatibility of the telephone system and other communication devices with the Emergency 9-1-1 system.

Assigned Responsibility: Communications Supervisor John Fomera

Timeframe for Action: Intermediate

Objective 3.1.3 To ensure that a sufficient number of technologically up-to-date computers are available throughout the Department.

Assigned Responsibility: Captain Dave Balcom

Timeframe for Action: Intermediate

Objective 3.1.4 To develop and implement a replacement cycle for all Departmental computers, monitors, printers, software, and other necessary technology.

Assigned Responsibility: Captain Dave Balcom

Timeframe for Action: Intermediate

Objective 3.1.5 To implement a standard vehicle replacement program that recommends to the City Council the replacement of one-third of the patrol fleet each year and the replacement of other Departmental vehicles according to a standardized formula based on age and mileage.

Assigned Responsibility: Chief Jerry Schulte

Timeframe for Action: Immediate

Strategy 3.1 cont.

- Objective 3.1.6** To continue to seek funding to provide for the issuance of an electronic control device (Taser) to each uniformed officer.
Assigned Responsibility: Lt. Derek Myers
Timeframe for Action: Immediate
- Objective 3.1.7** To continue to seek funding to equip each patrol and detective vehicle with a patrol rifle.
Assigned Responsibility: Lt. Jeff Gray
Timeframe for Action: Immediate
- Objective 3.1.8** To replace the existing Departmental firearms range.
Assigned Responsibility: Lt. Jeff Gray
Timeframe for Action: Intermediate
- Objective 3.1.9** To construct a new police headquarters facility more centrally located within the City.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Long term
- Objective 3.1.10** To reconstitute and staff the existing Police Headquarters at City Hall as the Department's North substation.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Long term
- Objective 3.1.11** To ensure a functional work environment within the existing facility pending the construction of the new police headquarters.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate
- Objective 3.1.12** To maintain the 5-year replacement cycle for body armor.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Immediate

Strategy 3.2

Ensure the proficiency of Departmental personnel on equipment and technology.

- Objective 3.2.1** To provide additional training on the enhanced 9-1-1 system.
Assigned Responsibility: Communications Supervisor John Fomera
Timeframe for Action: Intermediate
- Objective 3.2.2** To provide training in the upgraded Police software program.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 3.2.3** To ensure compliance with all Missouri Uniform Law Enforcement System (MULES) standards.
Assigned Responsibility: Communications Supervisor John Fomera
Timeframe for Action: Intermediate

Strategy 3.3

Continue implementation of an on-going, agency-wide performance review and accountability system.

- Objective 3.3.1** To include all of the objectives of the Agency Strategic Plan in the Department's accountability system.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Immediate
- Objective 3.3.2** To enhance the accountability review program to include all Departmental functions and processes to assure effectiveness and efficiency, establish and monitor agency performance measures and benchmarks, identify gaps in performance, and eliminate duplication of effort.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate

Strategy 3.3 cont.

- Objective 3.3.3** To implement the Department's staff inspection policy.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Immediate
- Objective 3.3.4** To conduct a formal review of the results of each staff inspection and identify best practices.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Immediate
- Objective 3.3.5** To establish the position of Professional Standards Officer responsible for internal affairs investigations, disciplinary compliance monitoring, and staff inspections.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Intermediate
- Objective 3.3.6** To develop an internal and external communications process to include an annual citizen satisfaction survey and a system for receiving commendations and complaints.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 3.3.7** To publish on the Departmental website the Department's formal process for receiving citizen complaints.
Assigned Responsibility: Lt. John Neske
Timeframe for Action: Immediate
- Objective 3.3.8** To annually assess and update the Department's Strategic Plan.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Intermediate

Strategy 3.4

Ensure Departmental accreditation through the Missouri Police Chiefs Association (MPCA).

- Objective 3.4.1** To provide coordination throughout the Department, including on-going status and progress reports, during the process of accreditation.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Immediate
- Objective 3.4.2** To ensure all Department policies, procedures, and practices are in compliance with MPCA accreditation standards.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 3.4.3** To participate in an on-site mock assessment for MPCA accreditation.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 3.4.4** To participate in the full MPCA accreditation on-site review.
Assigned Responsibility: Capt. Dave Balcom
Timeframe for Action: Intermediate
- Objective 3.4.5** To attain accredited status by July 2009.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 3.4.6** To maintain compliance with accreditation standards.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate



A K-9 officers presentation at John Weldon Elementary



Patriot Day



Special Olympics Missouri Law Enforcement Torch Run

Goal Four

To provide a professional work environment that attracts and retains diverse, qualified members, recognizes employee excellence, and develops leadership through education and training.

Strategy 4.1

Ensure that the Department has in place a strong personnel administration system which focuses on recruitment, selection, retention, recognition, development, accountability, and promotion of sworn and civilian personnel.

- Objective 4.1.1** To conduct a biennial salary and benefits survey of comparable agencies for sworn and civilian positions.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate
- Objective 4.1.2** To utilize the results of the salary and benefits survey to recommend adjustments to the Department’s pay plan to ensure competitiveness of positions.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Intermediate
- Objective 4.1.3** To enhance the job specific nature of the current annual performance review system.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.1.4** To develop standards for the completion of monthly performance reviews and ensure consistency of supervisory reviews.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 4.1.5** To ensure training on performance evaluations for all supervisors.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate

Strategy 4.1 cont.

- Objective 4.1.6** To develop and implement an employee recruitment program.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Intermediate
- Objective 4.1.7** To enhance the timeliness of the employee selection process.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Immediate
- Objective 4.1.8** To establish a Department awards committee to assure recognition of Departmental personnel.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Immediate
- Objective 4.1.9** To implement a career development plan for the Department.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.1.10** To develop a post-Field Training Officer (FTO) mentoring program.
Assigned Responsibility: Lt. Derek Myers
Timeframe for Action: Intermediate
- Objective 4.1.11** To develop and implement an offense-based matrix of disciplinary action.
Assigned Responsibility: Major Bill Seibert
Timeframe for Action: Immediate
- Objective 4.1.12** To regularly review all position descriptions for accuracy and for promotional requirements.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate

Strategy 4.2

Ensure that agency personnel are prepared to meet ever-changing community needs and Departmental expectations.

- Objective 4.2.1** To conduct an annual training needs assessment, including a survey of all Departmental personnel, an analysis of the results of the citizen survey, and input from other criminal justice professionals.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.2.2** To prepare an annual training plan, particularly for in-service training, based on the training needs assessment and with input from Departmental supervisors.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.2.3** To conduct Department-wide training on emergency vehicle operations.
Assigned Responsibility: Lt. Derek Myers
Timeframe for Action: Intermediate
- Objective 4.2.4** To ensure on-going, realistic training on the use of force.
Assigned Responsibility: Lt. Jeff Gray
Timeframe for Action: Immediate
- Objective 4.2.5** To conduct Department-wide bias-based training.
Assigned Responsibility: Lt. Derek Myers
Timeframe for Action: Immediate
- Objective 4.2.6** To conduct a training needs assessment specifically in the area of foreign languages.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate

Strategy 4.2 ^{cont.}

- Objective 4.2.7** To develop language and cultural training based on the results of the training needs assessment.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.2.8** To establish a training committee representing all elements of the Department.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Intermediate
- Objective 4.2.9** To assure training that will maintain the certification of all sworn and civilian specialized personnel.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Immediate
- Objective 4.2.10** To establish a full-time training coordinator position.
Assigned Responsibility: Chief Jerry Schulte
Timeframe for Action: Intermediate
- Objective 4.2.11** To develop and implement a standardized training curriculum for the processing of all major incidents and crime scenes and for the proper handling of evidence.
Assigned Responsibility: Lt. Jeff Gray
Timeframe for Action: Intermediate
- Objective 4.2.12** To develop and implement a training program for Communications personnel.
Assigned Responsibility: Communications Supervisor John Fomera
Timeframe for Action: Immediate

Strategy 4.3

Develop leadership, management, and supervisory skills throughout the Department on an on-going basis.

- Objective 4.3.1** To conduct a training needs assessment for leadership, management, and supervisory training of Departmental personnel.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.3.2** To develop an organized program of attendance by Departmental personnel at external leadership, management, and supervisory courses, including the FBI National Academy, the Southern Police Institute Administrative Officers Course, Northwestern University Traffic Institute, Missouri State Highway Patrol (MSHP) First Line Supervision, MSHP Management Development, MSHP Executive Development, and St. Louis County Police Academy Basic Supervisor's School.
Assigned Responsibility: Captain Dave Balcom
Timeframe for Action: Intermediate
- Objective 4.3.3** To develop the curriculum for an in-house Fundamentals of Leadership Course.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate
- Objective 4.3.4** To conduct the pilot class of the Fundamentals of Leadership Course.
Assigned Responsibility: Major Kyle Kelley
Timeframe for Action: Intermediate

ACKNOWLEDGEMENTS

Sincere appreciation and thanks are extended to those who assisted with the preparation of O’Fallon Police Department’s Strategic Plan, and their involvement in the implementation of planning goals, which lead to a safer City of O’Fallon.

Police Department Committee

Major Kyle Kelley	Sergeant Mike Plum
Major Bill Seibert	Sergeant Bill Stringer
Captain David Balcom	Records Supervisor Kathy Corrigan
Lieutenant Jeff Gray	Lead Communications Officer Danielle Kehoe
Lieutenant Thomas Harris	Officer Katie Bratton
Lieutenant Derek Myers	Officer Dave Goewert
Sergeant Mike Grawitch	Officer Matt Wolf

Citizens Committee

Sister Carol Boschert	John Haman
Kirsten Bullock	Jeffrey Kuehn
Dan Christoff	Tricia London
Ken Cobb	Rick Lucas
Pierce Conley	Pastor Patrick Regalado
Dr. Bernard DuBray	Claire Regnier
Jim Fitch	Jeff Schwentker
Joyce Gish	Elvin Seales

