

PUYALLUP POLICE DEPARTMENT

Strategic Plan Progress Report

December 2016

Puyallup Police Department
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The Puyallup Police Department has been extremely busy utilizing the strategic plan to guide our law enforcement efforts. We are pleased to announce that we have made tremendous progress over the past year and a half in implementing several strategies outlined in the plan. We will continue to review the plan and revise it where appropriate. Involvement from our department members, community stakeholders and citizens is paramount to an effective strategic plan. The Puyallup Police Department is committed to continuous improvement utilizing our plan.



Bryan Jeter
Chief of Police

TABLE OF CONTENTS

ISSUE ONE: CRIME FIGHTING	2
Strategy 1 – Fostering Police-Community Partnerships	2
Strategy 2 – Develop Innovative Strategies and Techniques	2
Strategy 3 – Dealing with Persistent Criminal and Quality of Life Issues	3
ISSUE TWO: MANAGEMENT OF INCREASING JAIL POPULATION WITHIN EXISTING FACILITY	3
Strategy 1 – Identify Alternatives to Manage Inmate Capacity Levels	3
Strategy 2 – Addressing the Mental Health Needs of Inmates	4
ISSUE THREE: EFFECTIVE AND EFFICIENT USE OF TECHNOLOGY	5
Strategy 1 – Continuously Evaluate Technology Improvements	5
Strategy 2 – Integrate an Information Sharing Electronic Dashboard	5
Strategy 3 – Determine the Feasibility of Body Worn Cameras	5
Strategy 4 – Enhance the Efficiency and Effectiveness of Jail Operations by Acquiring an Updated Jail Software Program	6
Strategy 5 – Enhance the Police Department Website	6
Strategy 6 – Fully Implement Smartphones for Officers	6
Strategy 7 – Domestic Violence Kiosk	7
ISSUE FOUR: SOUTH SOUND 911	7
Strategy 1 – Implement New Computer Aided Dispatch System	7
Strategy 2 – Design and Implement an Online Reporting Option	7
Strategy 3 – Advance Crime Analysis Capabilities	8
Strategy 4 – Implement Automatic Vehicle Locator (AVL) Program	8
ISSUE FIVE: CONCERNS OF A METROPOLITAN COMMUNITY	8
Strategy 1 – Enhance Existing and Develop New Community Partnerships	8
Strategy 2 – Alcohol Impact Area	9
ISSUE SIX: PLANNING FOR THE FUTURE	9
Strategy 1 – Prepare for the Impacts of the Sounder Garage	9
Strategy 2 – Collaborate with Good Samaritan Hospital/MultiCare	10
Strategy 3 – Preserve Safety at Pierce College	10
Strategy 4 – Continue to Explore the Development of a Community Justice Center	10
Strategy 5 – Plan for Expected Growth of the Washington State Fair	10
Strategy 6 – Continue to Monitor and Assess the Growth in Unincorporated Areas Surrounding Puyallup	11
ISSUE SEVEN: PROMOTING ORGANIZATIONAL HEALTH AND SUSTAINABILITY	11
Strategy 1 – Effectively Manage Existing Resources	11
Strategy 2 – Improve Recruiting Efforts	11
Strategy 3 – Establish a Police Department Employee Wellness Program	12
Strategy 4 – Identify Areas of Improvement for Department Training Program	12
ATTACHMENT 1: MISSION/VISION/VALUES	13

ISSUE ONE: CRIME FIGHTING

Strategy 1 – Fostering Police-Community Partnerships

Objective	Status/ Timeline	Assigned To	Update
Enhance relationships between district officers and those within their assigned districts through participation in Neighborhood Watch Meetings and other community meetings in conjunction with the Crime Prevention Coordinator.	Ongoing	POP/Patrol	<ul style="list-style-type: none"> POP Tip Team Implemented in which an officer from each patrol squad is identified to support the mission of the POP Unit. Increased attendance from district patrol officers at Block Watch meetings noted by citizens and Crime Prevention Coordinator.
Enhance public education with regard to crime prevention techniques and principles.	Ongoing	Crime Prevention	<ul style="list-style-type: none"> Block Watch meetings held regularly in 2015 and 2016. Social Media use continues to be utilized as an effective education tool with over 26,200 likes on our Puyallup PD Facebook page and 10,900 followers on Twitter.
Increase communication between Puyallup Police Department personnel and victims of crime.	Ongoing	CID	<ul style="list-style-type: none"> The main PD phone number auto attendant has been eliminated and calls are being personally directed to appropriate personnel, increasing communication between PD and victims of crime.
Continue to offer the Citizens' Academy to the public.	Annually	Crime Prevention	<ul style="list-style-type: none"> The 2016 Citizens Academy was held in March 2016 with a full class of 24 students. The 2017 Citizens Academy is already being advertised on the Puyallup PD website and is scheduled to begin in March 2017.
Establish a system of providing a periodic survey to the citizens of Puyallup to gather necessary information to continually improve upon the Puyallup Police Department's delivery of services.	2017 2 nd Quarter	Professional Services	<ul style="list-style-type: none"> Assigned to Kari Lucey & Lisa Isaacs for 2nd Quarter 2017.

Strategy 2 – Develop Innovative Strategies and Techniques

Objective	Status/ Timeline	Assigned To	Update
Conduct a staffing and utilization study in an effort to gauge the department's ability to address crime and measure the effectiveness of current practices and specialized units.	2017 2 nd - 3 rd Quarter	Chief	
Formalize a work group which consists of internal stakeholders at all levels of the organization to address current practices, best practices and innovative strategies. The workgroup will include subject matter experts, practitioners and supervisors.	2016 - 2017	All	<ul style="list-style-type: none"> Sgt Young suggested review of the LEAD program at King County. Update: Review of the LEAD program was completed and as of this time full implementation of the program is not recommended. Through Community Outreach Officer, similar practices to the LEAD have been implemented and have had a positive impact on crime fighting by getting offenders into rehabilitation treatment, as well as, working with other agencies to clean up problem areas.

Strategy 3 – Dealing with Persistent Criminal and Quality of Life Issues

Objective	Status/ Timeline	Assigned To	Update
Continue to train department employees on current case law, criminal trends and techniques, and effective enforcement tools and practices.	Ongoing	Professional Services	<ul style="list-style-type: none"> Completed 8-hour Crisis Intervention Team (CIT) training for all commissioned officers. Annual Legal Update training held 6/2015 and 8/2016.
Through the use of crime analysis and input from across all divisions, continuously identify persistent crimes and quality of life issues, as well as possible solutions.	Ongoing	All	<ul style="list-style-type: none"> Crime analysis function moved to Operations Division for improved communication between crime analysis and patrol. Crime Analysis Bulletins being sent out regularly providing review of cases from across all divisions. POP/SIU partnerships being utilized to address and develop possible solutions to persistent crimes and quality of life issues. Community Outreach Officer position developed as a tool to address persistent crimes and quality of life issues as they relate to homelessness, mental health and substance abuse. The 2017 budget includes funding for a social worker to work with the Community Outreach Officer.
Research training relevant to top crimes and/or quality of life issues facing the City of Puyallup.	Ongoing	Professional Services	<ul style="list-style-type: none"> Homelessness #1 quality of life issue facing Puyallup. Mental Health and substance abuse another quality of life issue Puyallup is facing. 2015 hosted MultiCare Mental Health for in-service training sessions for all commissioned officers.
Create mission statements for each unit within the department to enhance communication across units and to further focus crime fighting efforts.	Completed	All	<ul style="list-style-type: none"> See attachment 1 for unit mission statements.

ISSUE TWO: MANAGEMENT OF INCREASING JAIL POPULATION WITHIN EXISTING FACILITY

Strategy 1 – Identify Alternatives to Manage Inmate Capacity Levels

Objective	Status/ Timeline	Assigned To	Update
Devise booking protocols that maximize the use of jail space for only serious offenses. These protocols would outline what offenses officers would book into the jail when space is limited.	Ongoing/ Completed	Lt. Shannon	<ul style="list-style-type: none"> A release protocol has been developed giving corrections officers authority/permission from court to allow early release of inmates based on a court-provided matrix to manage inmate capacity levels. Implemented 1st Quarter 2015. Corrections officers have increased communication with patrol regarding space availability. Diligence of corrections in maintaining communication has been complimented at supervisor meetings.

Work with the court and city legal department to identify more efficient use of court services.	Ongoing	Community Outreach Officer & Professional Services	<ul style="list-style-type: none"> • COO worked with the court and prosecutor to develop a special court calendar for those suffering from mental health issues and/or addiction.
Implement system to track early inmate release and declined booking caused by prisoner capacity.	2017 1 st quarter	Lt. Shannon	<ul style="list-style-type: none"> • Lt. Shannon will follow up on the capabilities of the IMAC program to determine if there is availability for IMAC to track inmate early releases and declined bookings caused by prisoner capacity.
Annual reviews of alternative methods such as Electronic Home Monitoring (EHM). Electronic Home Monitoring can free up jail space at the cost of the offender.	Annually	Lt. Shannon	
Utilize outside agency contracts to manage inmate capacity levels.	Ongoing	Lt. Shannon	<ul style="list-style-type: none"> • Yakima Jail contract signed and being utilized for inmates with extended sentences. Implemented 4th Quarter 2015.

Strategy 2 – Addressing the Mental Health Needs of Inmates

Objective	Status/ Timeline	Assigned To	Update
Seek contracts with other correctional facilities which have better capability to handle inmates with mental health issues.	Ongoing/ Completed	Lt. Shannon	<ul style="list-style-type: none"> • Yakima Jail contract signed and being utilized for inmates in need of mental health services. Implemented 4th Quarter 2015. • Implementation of contract services with Yakima Jail has proven effective in freeing up bed space at Puyallup Jail.
Create release protocol for those in need of mental health services so they can receive proper medical and mental care.	Completed 2016	Lt. Shannon	<ul style="list-style-type: none"> • For inmates that appear to be in mental health crisis, Puyallup corrections officers contact OPTUM Pierce BHO for crisis mental health evaluations. If the mental health professionals conducting the evaluations determines that the inmates are detainable, the inmates are released to a mental health facility for treatment. • The Puyallup jail added a contract mental health nurse practitioner to examine inmates with suspected behavioral health issues.
Continue partnership with local mental health service providers in an effort to ensure adequate follow-up upon release.	Completed 2016	Lt. Shannon	<ul style="list-style-type: none"> • By declaration of the Puyallup Municipal Court “Dismiss and Detain Order” inmates that are due for release from jail due to mental incompetency, must receive mental health evaluations within 72 hours by a mental health professional to ascertain if inmates are detainable for involuntary mental health treatment. Inmates that are evaluated and deemed not detainable are released from jail. • The 2016 Washington State Supreme Court ruled that county jails are not responsible for the behavior of inmates once released from jail, the need for a protocol upon the release of inmates are not necessary. Moreover, released inmates cannot be compelled to seek mental health services after release from jail.
Develop an informational brochure to provide to those in need of follow-up mental health services upon release.	2017 1 st Quarter	Lt. Shannon	

ISSUE THREE: EFFECTIVE AND EFFICIENT USE OF TECHNOLOGY

Strategy 1 – Continuously Evaluate Technology Improvements

Objective	Status/ Timeline	Assigned To	Update
Remain current with technology by regularly comparing the Puyallup Police Department's capabilities with what is available on the technology market.	Ongoing	All	<ul style="list-style-type: none"> FARO 3-D crime scene scanner equipment purchased. PredPol being utilized by officers Need for more Open Source Intelligence training for CID noted. Two detectives and one support specialist attended Open Source Intelligence training in October 2016. Grant-funded mobile camera system for City parks – 2017 Detective attended covert camera installation training October 2016
Identify department personnel that are responsible for the testing and evaluation of law enforcement technology.			
Identify funding sources for mission essential technology, such as available law enforcement or community grants.	Ongoing	Command Staff	<ul style="list-style-type: none"> Grant funding utilized to fund a portion of bullet-proof vest replacements. Byrne Grant funding utilized to purchase surveillance cameras to be deployed as necessary.

Strategy 2 – Integrate an Information Sharing Electronic Dashboard

Objective	Status/ Timeline	Assigned To	Update
Continue with the current effort of evaluating various dashboard platforms.	2017	Command Staff	<ul style="list-style-type: none"> City IT has begun training staff on possible use of SharePoint. Needs to be looked at for possible PD use. With the implementation of the new City website, a PD-specific intranet site may be another option to look into.

Strategy 3 – Determine the Feasibility of Body Worn Cameras

Objective	Status/ Timeline	Assigned To	Update
Monitor changes in state law as well as possible federal initiatives that encourage or mandate body worn cameras.	Ongoing	Chief Jeter	<ul style="list-style-type: none"> Legislation passed granting limited PDR relief for agencies who implement a camera program prior to June 2016. The legislation sunsets in 2019.

Remain active with the Washington Association of Sheriffs and Police Chiefs to stay abreast on desired changes in the law, which would allow for the effective use, retention and public release of recorded material.	Ongoing	Chief Jeter	<ul style="list-style-type: none"> Chief Jeter continues to serve on the WASPC legislative committee and is legislative representative for the Pierce County Police Chief's Association.
Identify potential funding sources.			

Strategy 4 – Enhance the Efficiency and Effectiveness of Jail Operations by Acquiring an Updated Jail Software Program

Objective	Status/ Timeline	Assigned To	Update
A new jail software system has been selected and its installation and training will result in a more robust database to properly document the status of jail inmates.	Completed	Lt. Shannon	<ul style="list-style-type: none"> IntelliTech Jail Management software launched 2015

Strategy 5 – Enhance the Police Department Website

Objective	Status/ Timeline	Assigned To	Update
Research favorable public safety websites from comparable agencies around the country.	Completed	Captain Engle Kari Lucey	<ul style="list-style-type: none"> New City/PD website went live July 2016. Continuous review of comparable websites to remain current with trends is ongoing. Development of a recruiting page on our website in in beginning stages. Development of "Puyallup's Most Wanted" page on our website is in beginning stages.
Craft an upgraded website that our customers find useful and friendly to use.	Completed	Captain Engle Kari Lucey	<ul style="list-style-type: none"> The city has contracted with Civic Plus to develop a new city website and with that a new police department website. Roll out of the new website occurred July 21, 2016. Web updates continue and are ongoing. The need for more frequent updates on the PD website is noted and will be an ongoing task.

Strategy 6 – Fully Implement Smartphones for Officers

Objective	Status/ Timeline	Assigned To	Update
Budget for and upgrade all police officers to smart phone technology.	2016 1 st - 2 nd Quarter	Captain Engle Donna Harris	<ul style="list-style-type: none"> Funding source identified, working on implementation Waiting for determination from IT on software availability to capture text messages for PDR, will reevaluate as software enhancements available.
Address the ongoing expense of increased cell phone costs in the budget.	2016	Chief Jeter	<ul style="list-style-type: none"> Service provider contract re-negotiated to reduce costs of moving to smart phones.

			<ul style="list-style-type: none"> Department cell phone billing transferred to Information Technology & Communication budget.
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Strategy 7 – Domestic Violence Kiosk

Objective	Status/ Timeline	Assigned To	Update
Research and complete site visits to other agencies to determine space requirements, associated costs and pros and cons of the DV Kiosk.	2016	Nichole McNiven	<ul style="list-style-type: none"> Working with new DV Advocate at City Hall.
Work with the city information technology department, police department representatives and the Pierce County Superior Court to place a DV Kiosk in the main lobby of the police department.	2016 - 2017	Nichole McNiven	<ul style="list-style-type: none"> Working with new DV Advocate at City Hall to identify a location at City Hall where the kiosk can be placed.

ISSUE FOUR: SOUTH SOUND 911

Strategy 1 – Implement New Computer Aided Dispatch System

Objective	Status/ Timeline	Assigned To	Update
The Puyallup Police Department will participate in the development and implementation of a new CAD system and will work to ensure that the new system enhances our capabilities.	Completed	Micah Wilson	<ul style="list-style-type: none"> New CAD system (Intergraph) implemented October 19, 2015. Switch over came with fewer problems than anticipated. The capability to analyze data from Intergraph will be determined as the system is used more. Intergraph does have inter-agency information sharing capabilities. Continuing work to ensure data captured is accurate.

Strategy 2 – Design and Implement an Online Reporting Option

Objective	Status/ Timeline	Assigned To	Update
Identify the effects that online reporting will have on the department, such as impact on response times, calls for service and the number of crimes being reported.	2017	Captain Portmann	
In coordination with SS911 and the Puyallup Information Technology department, implement an online reporting system that addresses the needs of our citizens.	2017	Captain Portmann	<ul style="list-style-type: none"> Beta testing for online reporting will begin 1st quarter 2017.

Strategy 3 – Advance Crime Analysis Capabilities

Objective	Status/ Timeline	Assigned To	Update
Identify potential areas for improvement in utilization of staff time by means of purchasing advanced software and cultivating regional partnerships in the crime analysis field.	2016 – 2017	Captain Pihl	<ul style="list-style-type: none"> PredPol being utilized to better address staff time while conducting proactive enforcement.

Strategy 4 – Implement Automatic Vehicle Locator (AVL) Program

Objective	Status/ Timeline	Assigned To	Update
Implementation of an Automatic Vehicle Locator program.	Complete	Command Staff & SS911	<ul style="list-style-type: none"> AVL is active and is being utilized.
Receive input from all stakeholders regarding the value of this technology.	Ongoing		<ul style="list-style-type: none"> AVL has value for patrol supervisors to effectively place containment units during active crimes.

ISSUE FIVE: CONCERNS OF A METROPOLITIAN COMMUNITY

Strategy 1 – Enhance Existing and Develop New Community Partnerships

Objective	Status/ Timeline	Assigned To	Update
Support funding for mental health services.	Ongoing	Command Staff	<ul style="list-style-type: none"> The creation of the Community Outreach Officer in 4th Quarter 2015 as a temporary position has given Puyallup PD a dedicated staff member to work with mental health service providers. There is support to fund this position permanently, which will be explored further in 2016. Chief Jeter is a member of the South Sound Behavioral Health Coalition. The Coalition is leading efforts to build a 120 bed mental hospital in Tacoma. The COO position has been extended through the first half of 2017. 2017 preliminary City budget has authorized a part-time social worker to be assigned to work with the jail staff, the Community Outreach Officer, and court.
Provide training in dealing with the mentally ill, such as Crisis Intervention Training, to department staff.	Ongoing	Professional Services	<ul style="list-style-type: none"> Crisis Intervention Team training (8 hours) provided to all commissioned staff in 2015/2016. All entry-level officers will receive CIT Training at the academy.

			<ul style="list-style-type: none"> All new hire lateral officers will be required to attend 8-hour CIT Training if they have not already attended. MultiCare Mental Health staff provided in-service training to all commissioned officers in 2015.
Establish regular meetings with New Hope Center staff and Freezing Nights staff.	Complete	Community Outreach Officer	<ul style="list-style-type: none"> The Community Outreach Officer has provided for open dialogue and increased interaction with staff and visitors to the New Hope Center.
Establish a partnership with private health care entities to assist in identifying assessment and appropriate placements for individuals.	Complete	Community Outreach Officer	<ul style="list-style-type: none"> The Community Outreach Officer has established meetings with Good Samaritan Hospital, Central Pierce Fire & Rescue, MultiCare Mental Health, Crime Analysis, City departments, and more. Placements of at-risk, pregnant and homeless females have been made in 1st Quarter 2016, along with several other successful placements where individuals have access to the help needed.
Partner with business to enforce trespass agreements and business rules of loitering.	Ongoing	POP/Crime Prevention	
Ensure a department representative serves on the Puyallup Homeless Coalition.	Complete	Chief Jeter & Community Outreach Officer	<ul style="list-style-type: none"> Chief Jeter serves on the Puyallup Homeless Coalition and attends regular meetings. The Community Outreach Officer also participates on the Puyallup Homeless Coalition.
Partner with the city library to establish an effective security plan and code of conduct for library staff and patrons.	Complete	POP/Crime Prevention	<ul style="list-style-type: none"> The Crime Prevention Coordinator has worked with the library staff to strengthen their code of conduct and security plan.

Strategy 2 – Alcohol Impact Area

Objective	Status/ Timeline	Assigned To	Update
Officers will conduct an informal survey over a 30-day period where subjects contacted who are under the influence or in possession of certain types of alcohol are documented.	Complete	Captain Engle	<ul style="list-style-type: none"> Survey completed. Survey results showed overall high alcohol by volume beverages are not a significant enough problem to warrant adoption of this initiative.

ISSUE SIX: PLANNING FOR THE FUTURE

Strategy 1 – Prepare for the Impacts of the Sounder Garage

Objective	Status/ Timeline	Assigned To	Update
Partner with Sound Transit throughout the process of designing, building, opening and maintaining the Sounder parking garage to help mitigate its impacts on crime and the fear of crime.	Ongoing		<ul style="list-style-type: none"> This project is ongoing, but we will be involved in the process.

Strategy 2 – Collaborate with Good Samaritan Hospital/MultiCare

Objective	Status/ Timeline	Assigned To	Update
Collaborate with Good Samaritan Hospital/MultiCare on devising strategies to address the impacts to public safety in Puyallup due to the increased volumes of patients at the facility.	Ongoing		<ul style="list-style-type: none"> • PPD command staff attends regular meetings with Good Samaritan Hospital. • Good Samaritan Hospital is finishing the top two floors of the Dally Tower.

Strategy 3 – Preserve Safety at Pierce College

Objective	Status/ Timeline	Assigned To	Update
Meet regularly with representatives from Pierce College to evaluate safety issues.			<ul style="list-style-type: none"> • Chief Jeter meets quarterly with Pierce College President Dr. Cavalluzzi. Command Staff is in frequent contact with Pierce College security staff.

Strategy 4 – Continue to Explore the Development of a Community Justice Center

Objective	Status/ Timeline	Assigned To	Update
Work with the City Manager and City Council on developing a site plan for a new facility.	Ongoing	Chief Jeter	<ul style="list-style-type: none"> • The City Council has identified a new justice center as a priority. Discussions are ongoing about a property acquisition in conjunction with Central Pierce Fire at the old Lumberman’s site. • 2016 council approved purchase of a portion of the “old Lumberman’s” site from Central Pierce Fire & Rescue to be used for a new public safety building.
Work with the City Manager and City Council on a timeline for a new facility.	Ongoing	Chief Jeter	<ul style="list-style-type: none"> • 2017 preliminary budget has allotted \$50,000 for further research into the new building site. • Goal is to have this on the ballot for voter approval in fall 2017.

Strategy 5 – Plan for Expected Growth of the Washington State Fair

Objective	Status/ Timeline	Assigned To	Update
Maintain a strong working relationship with the Washington State Fair and Events Center.	Ongoing	Chief Jeter Deputy Chief McDonald	<ul style="list-style-type: none"> • The Puyallup Police Department continues to work closely with the Washington State Fair on events held onsite. • PPD Command Staff meets regularly with the Fair’s executive staff on issues of mutual interest and security. • The 2016 Fall Washington State Fair held September 2-25 was the first “expanded” fair dates. Total attendance remained steady with over 1 million visitors but daily attendance showed crowds were more spread out.

			<ul style="list-style-type: none"> • Crowd data from 2016 is being utilized to plan for the 2017 Fall Fair. • Meetings with the Fair continue to be ongoing.
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Strategy 6 – Continue to Monitor and Assess the Growth in Unincorporated Areas Surrounding Puyallup

Objective	Status/ Timeline	Assigned To	Update
Monitor annual growth projections in the South Hill area.			
Work in partnership with Good Samaritan Hospital, Pierce College, Sound Transit, the Washington State Fair and other regional service providers on identifying and assessing the impacts of growth.			

ISSUE SEVEN: PROMOTING ORGANIZATIONAL HEALTH AND SUSTAINABILITY

Strategy 1 – Effectively Manage Existing Resources

Objective	Status/ Timeline	Assigned To	Update
Evaluate the allocation of personnel required to maintain the quality of service provided to the community.	3 rd Quarter 2017	Chief Jeter	<ul style="list-style-type: none"> • Filled several vacancies. • Planning to conduct Staffing Study 3rd Quarter 2017.

Strategy 2 – Improve Recruiting Efforts

Objective	Status/ Timeline	Assigned To	Update
Work in partnership with the city Human Resources Department to create an innovative recruitment program which attracts qualified personnel.			<ul style="list-style-type: none"> • Working on updating Civil Service Rules to make use more nimble in competitive market. • Met with JBLM commanders to discuss recruiting methods to transition veterans from Military Police to regional civilian police agencies.
Identify incentives that will make Puyallup more attractive to potential candidates.			
Promote current benefits and opportunities the Puyallup Police Department has to offer.			<ul style="list-style-type: none"> • Kari Lucey has begun to research recruiting website of other police department’s to develop a PPD recruiting page on our new website. • Have begun talks to develop a recruiting video in partnership with PCTV.
Provide information relating to department benefits and the outstanding support we receive from the community with a recruiting team at various venues.			<ul style="list-style-type: none"> • Attended “Stand With those who Serve” recruiting event at JBLM, received constructive feedback from officers. • Will be purchasing PPD “swag” so we are in line with other agencies at future recruiting events.

Strategy 3 – Establish a Police Department Employee Wellness Program

Objective	Status/ Timeline	Assigned To	Update
Establish a Puyallup Police Department wellness committee that works in partnership with the city's wellness committee.			
Promote mental and physical health awareness to department members in cooperation with the police department and city wellness committees.			

Strategy 4 – Identify Areas of Improvement for Department Training Program

Objective	Status/ Timeline	Assigned To	Update
Review annual training requirements for department personnel to ensure each employee is meeting or exceeding the state mandated standards.	Ongoing	Professional Services	<ul style="list-style-type: none"> In 2015 100% training compliance was met. PPD has worked to meet the Crisis Intervention Team training requirements with all commissioned staff of staff completing 8-hour CIT training in 2015/2016. Reserve Officers will be required to meet the mandate of 24 hours of in-service training in 2016. Admin Sgt will be developing training plan for Reserve Officers to ensure mandate is met.
Explore funding sources which will allow for an increase in training opportunities.			<ul style="list-style-type: none"> PPD has been awarded grant funding to host an active shooter training in 2016. Active Shooter training held with 18 attendees over 2 days. Positive feedback received from attendees on instructors and training content.
Explore strategies for increasing on-duty training opportunities, while maintaining expected response to calls for service.	Ongoing	Professional Services	<ul style="list-style-type: none"> The 2016 draft training plan includes "elective" in-service training opportunities.
Identify experts within the community who can provide specialized training for areas of concern, such as Crisis Intervention Training.	Ongoing	Professional Services	<ul style="list-style-type: none"> CJTC hosts numbers CIT training sessions throughout the year, of which one session was hosted in Puyallup. PPD will be working in partnership with Steilacoom & Dupont Police Department to bring the 2-day Blue Courage training to Pierce County in 2016. Officer Culp awarded "Master Instructor" status for Defensive Tactics. Officer Culp and Officer Humble attended Taser Instructor training in October 2016 providing two in-house Certified Taser Instructors.
Assess Police Training Officer (PTO) program in an effort to ensure methods remain relevant, current and efficient.		Professional Services	<ul style="list-style-type: none"> In-house PTO instructor candidate has been identified and will regularly update the PTO program to ensure it is current. Hosted PTO training which had three PPD officers in attendance who were assigned as new PTOs.

PUYALLUP POLICE DEPARTMENT

Our Mission

To work in partnership with the community to support a safe environment and to reduce crime and the fear of crime.

Our Vision

Recognized as a premier police department through the utilization of innovative and progressive policing strategies resulting in a safe community.

Our Values

We value S.E.R.V.I.C.E.

SAFETY	Paramount to our success.
ETHICS	Doing what is right.
RESPECT	Earned through courteous service to the community.
VIGILANCE	Ever alert.
INTEGRITY	Our highest standard of conduct at all times.
COMPASSION	Given to those we serve.
EXCELLENCE	The standard to achieve in our service.

Operations Division Mission Statement

To maintain vigilance while actively seeking and using relevant information to reduce crime and the fear of crime.

Criminal Investigations Division Mission Statement

To provide thorough investigations using teamwork, proactive strategies, forensic technology and regional partnerships.

Records Unit Mission Statement

To provide the highest level of customer service while interacting with citizens and ensuring integrity and transparency of Police Department records.

