

2021

Mission

To improve the overall quality of life by preserving the peace and safety of the community.



VISION

The St. Anthony Police Department is committed to hire, develop, and retain dedicated professionals who are devoted to exceptional policing service and creating a safe and secure community that is a desirable place in which to live, learn, work, and play.

GOALS

Increase Community Partnerships/ Inclusion	Improve Computer and Web-based Capabilities	Enhance Training – Internal and External	Shift Focus to “Traffic Safety”	Enhance Focus on CP, Intervention, Suppression	Enhance Employee Wellness Program	Restructure Professional Development Process	Evaluate Accountability Processes	Strengthen Recruitment, Hiring, & Retention
--	---	--	---------------------------------	--	-----------------------------------	--	-----------------------------------	---

OBJECTIVES

<p>Cops vs. Kids Basketball</p> <p>Utilize Cable Access</p> <p>Enhance Social Media</p> <p>Outreach to underrepresented groups</p> <p>Create better measurement tools</p> <p>Use data to reward officer efforts</p> <p>Participate in more formal committees</p> <p>Community education events</p> <p>Community survey</p> <p>Increase engagement at schools</p>	<p>Implement new crime reporting system (NIBRS)</p> <p>Explore ways to reduce suspense files.</p> <p>Implement the use of ProTech DNA for better community ID of stolen property.</p> <p>Create an interface that allows digital transfer of data to Ramsey Co.</p>	<p>Comply with new State mandates</p> <p>Research and implement more web-based training</p> <p>Track training to ensure a connection to strategic plan</p> <p>Better inform the public of training priorities and successes.</p> <p>Grant pursuit to offset training costs</p> <p>New methods of delivery of education topics to public</p> <p>Increase cooperative learning with non-police agencies</p>	<p>Data driven patrol</p> <p>Utilize community contacts to identify problem areas</p> <p>Increase partnership with city and county to remedy problem areas</p> <p>Utilize PJ to enhance message during traffic stops</p> <p>Recognize and reward traffic safety efforts</p> <p>Report on Traffic Safety data annually</p>	<p>Utilize wide range of resources to identify crime and disorder issues</p> <p>Establish strategies to mitigate identified problems</p> <p>Enhance means by which public is notified of crime trends</p> <p>Explore methods for online reporting of some crimes.</p>	<p>Continue seeking employee feedback</p> <p>Resource guide for employees and families</p> <p>Enhance chaplain program</p> <p>Educate officers about available resources</p> <p>Continued Evaluation of the Early Intervention System</p> <p>Evaluate “Check up from the neck up” program</p>	<p>Revamp employee evaluation process</p> <p>Employees evaluated by their attainment of goals in support of strategic plan</p> <p>Quarterly meetings to evaluate progress</p> <p>Supervisor training in employee development</p> <p>Continue and enhance mentorship program for new hires</p>	<p>Continue evaluation of the complaint process</p> <p>Consistency in recording and tracking complaints</p> <p>Officers educated about the process</p> <p>Complaints forms more readily available</p> <p>Improve transparency to the public about the process</p> <p>More visibly share officer commendation to other officers and the public</p>	<p>Increase applicant pool</p> <p>Increase pool of diverse applicants</p> <p>Increase efforts in high schools, colleges, job fairs, etc.</p> <p>Use strategic plan to brand and market to potential candidates</p> <p>Improve officer interview selection process</p> <p>Develop retention strategies</p>
--	---	---	---	---	---	---	---	---