



2023-2025 STRATEGIC PLAN

INTEGRITY * HONOR * SERVICE



CONTENT REVIEW

01

BACKGROUND

The Lake Stevens Police Department completed a wide scale strategic plan process in 2018 in order to set priorities and goals for the agency.

02

ORGANIZATIONAL EXCELLENCE

To serve the community in the most efficient and effective way, organizational excellence must be achieved. Two main areas of focus, people and processes, make up the operational success in making Lake Stevens a safer place to live. The engagement of employees and/or processes that continually inspires and improves must be a focus.

03

PROFESSIONAL POLICE SERVICES

Enhancing public safety, quality of life, and partnerships to improve the lives of Lake Stevens residents. These services are at the heart of what the organization does and are enshrined in the mission statement.

04

COMMUNITY INTERACTION

The relationship with the community is the foundation for the department's work. An engaged and well-informed community is a critical partner in the reduction of crime, crime prevention, and addressing quality of life issues. The enhanced education and interaction between the LSPD and community, as well as engagement with citizens, is a focus.

01 BACKGROUND



"We serve the Lake Stevens community by enhancing public safety and quality of life through professional police services, organizational excellence, and community interaction."

INTEGRITY * HONOR * SERVICE

To develop the Strategic Plan of the Lake Stevens Police Department, the guiding principle is the mission statement. The mission statement is a declaration about what every employee strives for daily. It guides plans, resources, and efforts.

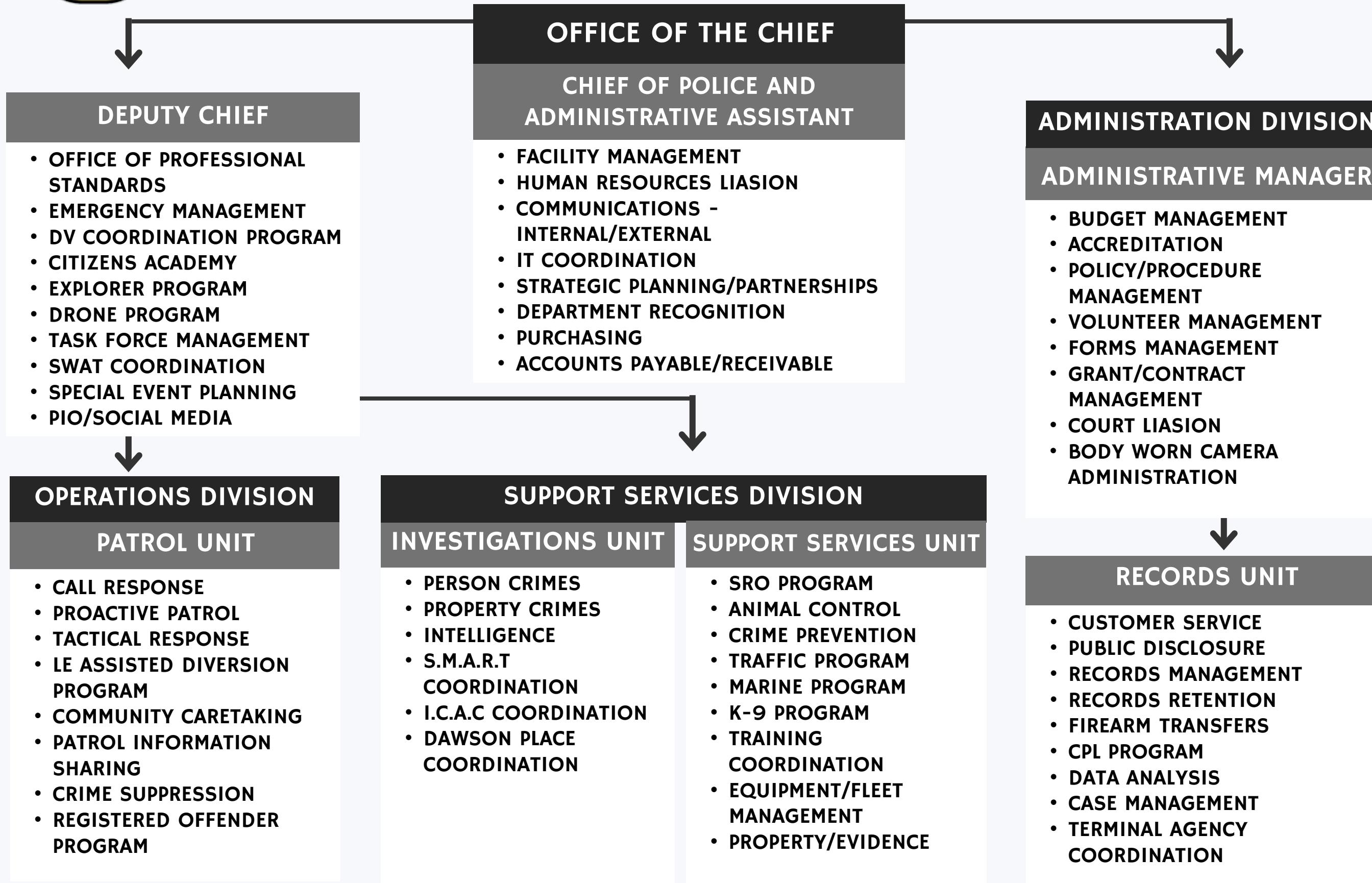
We took a department-wide approach when updating the previous strategic plan. Each supervisor was tasked with engaging their staff to determine which goals had been met and identify what we still needed to work towards. Additionally, we encouraged each employee to participate in a department-wide climate survey to identify areas internally we could improve on. This process reminded us that our employees are our greatest asset. The creative and professional insight received allowed us to focus and redevelop our department goals and objectives to meet the needs of our citizens and employees.

The following emerged as the strategic goals and outcomes for 2023 through 2025.



LAKE STEVENS POLICE DEPARTMENT

2023 Functional Chart



PRIORITY SETTING



1

PUBLIC SAFETY & CRIME SUPPRESSION

- Implementation of crime data online
- 1%+ reduction in criminal activity
- Area Patrol Emphasis

2

TRAFFIC SAFETY

- Participation in traffic safety events
- 1%+ reduction in traffic collisions
- Area Patrol Emphasis

3

WELLNESS PROGRAM

- Implement WASPC/Cordico App
- Develop and implement a comprehensive wellness program

4

HIRING & RECRUITMENT

- Awareness campaign
- Advertising campaign
- Recruitment & mentorship cadre
- Reduce hiring timeline

5

DEPARTMENT COHESIVENESS

- Implement Bridge Coordination Services
- Investigations/Patrol Fusion
- WASPC Leadership Training



03
PROFESSIONAL POLICE SERVICE

PUBLIC SAFETY AND CRIME SUPPRESSION

IDENTIFYING AND IMPLEMENTING CRIME SUPPRESSION AND REDUCTION STRATEGIES TO ADDRESS CRIME TRENDS AND COMMUNITY CONCERNs.



03
BENCHMARKS

- Implementation of crime data online
- 1% reduction in criminal offenses

TIME FRAME: Annual
ASSIGNED TO: Operations Commander



PROFESSIONAL POLICE SERVICE

TRAFFIC SAFETY

INCREASING AND ENHANCING A TRAFFIC SAFETY PROGRAM USING EDUCATION,
ENGINEERING, AND ENFORCEMENT.



BENCHMARKS

- Participation in traffic safety events
- 1%+ reduction in traffic collisions
- 1%+ reduction in speed violations
- Increase participation with the Target Zero Task Force (TZT)

TIMEFRAME: Quarterly

ASSIGNED TO: Operations

Commander/Support Services Sergeant

ORGANIZATIONAL EXCELLENCE

Employee Wellness



DEVELOP A
MEANINGFUL AND
RESILIENT WELLNESS
PROGRAM FOR ALL
DEPARTMENT
EMPLOYEES WITH
ESTABLISHED GOALS
AND BENCHMARKS.



TIME FRAME: Overarching
ASSIGNED TO: Deputy Chief



02 BENCHMARKS

- Implement WASPC/Cordico APP
- Develop and implement a comprehensive wellness program designed to promote the total well-being of our staff in a proactive manner (nutrition, exercise, mental health, debriefs, leadership visibility and check-ins)
- Develop department Officer Wellness Policy

Hiring and Recruitment



IMPLEMENT INNOVATIVE PRACTICES TO ATTRACT, HIRE, AND RETAIN TOP CANDIDATES WHILE EXPANDING RECRUITING TO FULFILL DEPARTMENT NEEDS.



TIME FRAME: Overarching
ASSIGNED TO: Deputy Chief



BENCHMARKS

- Awareness Campaign (Web posts, recruiting fairs, etc.)
- Advertising campaign (IACP, WASPC, Police1.com, City Channel 21, YouTube advertisements)
- Establish recruitment and mentoring cadre
- Reducing the hiring process timeline

Department Cohesiveness



BUILDING COHESIVENESS AND RESILIENCY THROUGHOUT THE DEPARTMENT BY IMPROVING AND ENHANCING PARTNERSHIPS, COMMUNICATION, COLLABORATION, AND TRAINING.



TIME FRAME: Overarching
ASSIGNED TO: Deputy Chief



BENCHMARKS

- Implementation of Bridge Coordination Services
- Investigations Unit/Patrol Fusion
- Implementation of L.E.A.D
- Implement WASPC Leadership Training department wide

ORGANIZATIONAL EXCELLENCE

Accreditation



INCREASE PUBLIC
CONFIDENCE BY
OBTAINING WASPC
RE-ACCREDITATION



TIME FRAME: Overarching
ASSIGNED TO: Administrative Manager

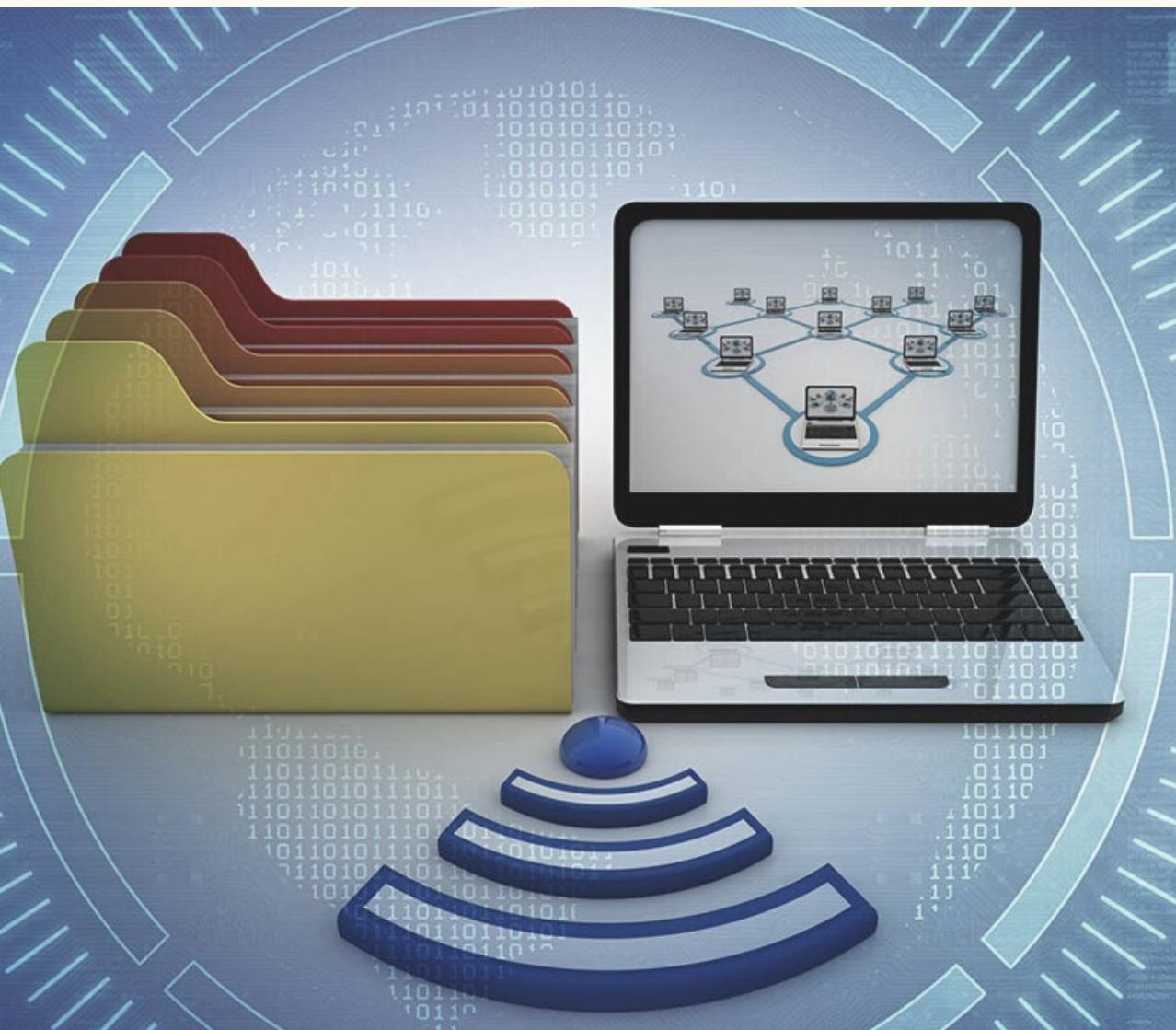


BENCHMARKS

- Final onsite in the first quarter of 2024
- Notification to all staff regarding expectations and assignments
- Communication
- PowerDMS training
 - Move all procedure manuals to a uniform look and training

ORGANIZATIONAL EXCELLENCE

Records Management Plan



SUPPORT THE CITY-WIDE RECORDS MANAGEMENT PROJECT TO CREATE CONSISTENCY AND IMPLEMENT BEST PRACTICES.



TIME FRAME: Overarching
ASSIGNED TO: Administrative Manager



BENCHMARKS

- Create a city-wide records management plan utilizing O365 to include retention guidelines and email management.
- Evaluate workflows and processes to ease use as a department within Teams and ensure the programs are effective and necessary
- Implement a records unit liaison to each department unit.

Technology Assessment

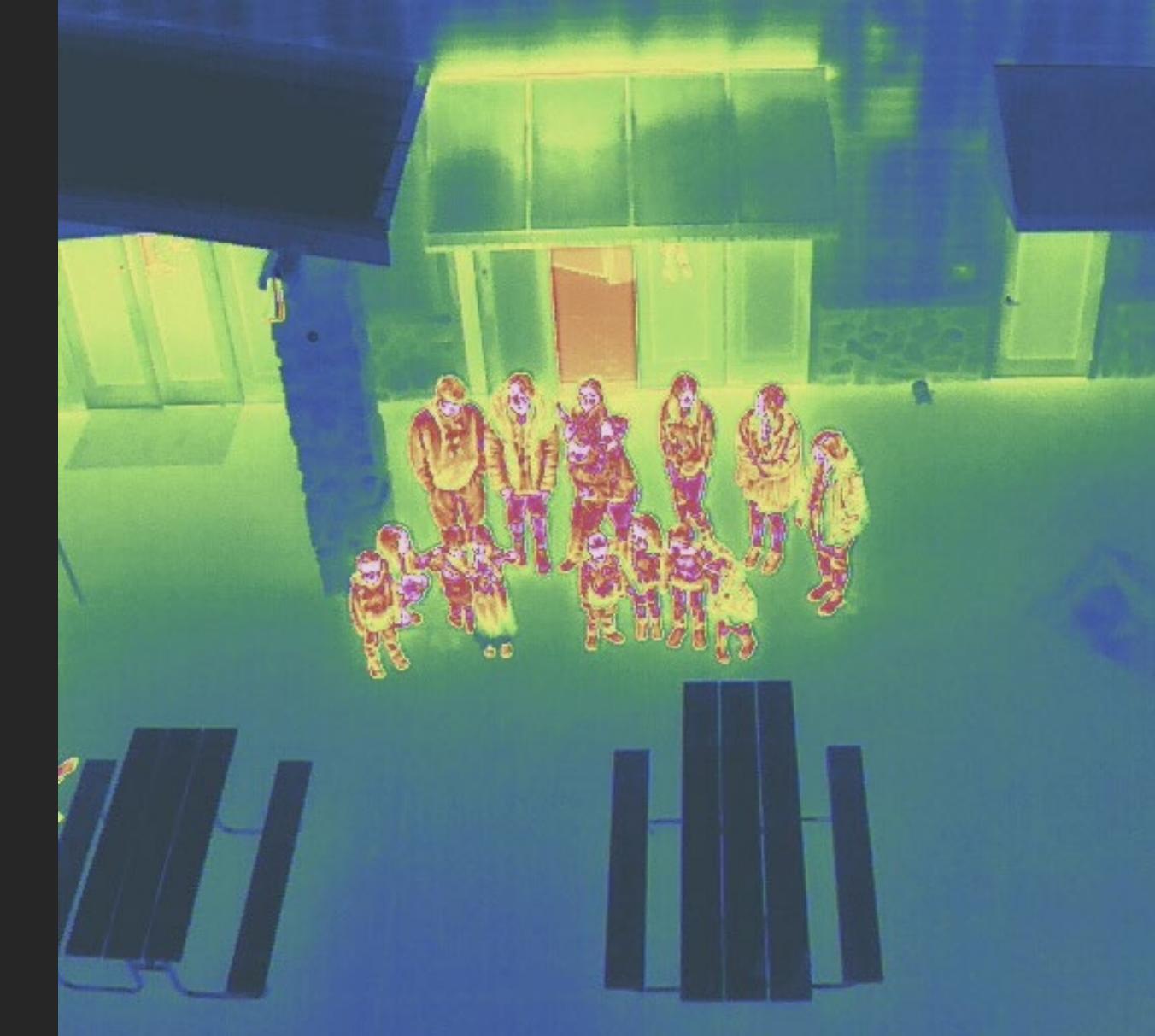


ASSESS TECHNOLOGY NEEDS OF THE DEPARTMENT TO STREAMLINE OUR PROCESSES AND THE NUMBER OF PROGRAMS UTILIZED.



TIME FRAME: Overarching

ASSIGNED TO: Excellence in Policing
Task Force



02 BENCHMARKS

- Streamline technology platforms
 - evaluate the usefulness current programs utilized
- Support the implement VUEworks City-Wide
- Transition to VECTOR to decrease redundant and duplicative work.

Body Worn Cameras



CREATE A LONG-TERM BODY WORN CAMERA PLAN WHICH INCLUDES POLICY, PROCEDURES, AND BUDGET.



TIME FRAME: Overarching
ASSIGNED TO: Administrative Manager



BENCHMARKS

- Track and review data to create adequate staffing
- Develop workflow for incorporation into records unit
- Implement into City fee schedule
- Create a 520 account to ensure the program can be sustained financially

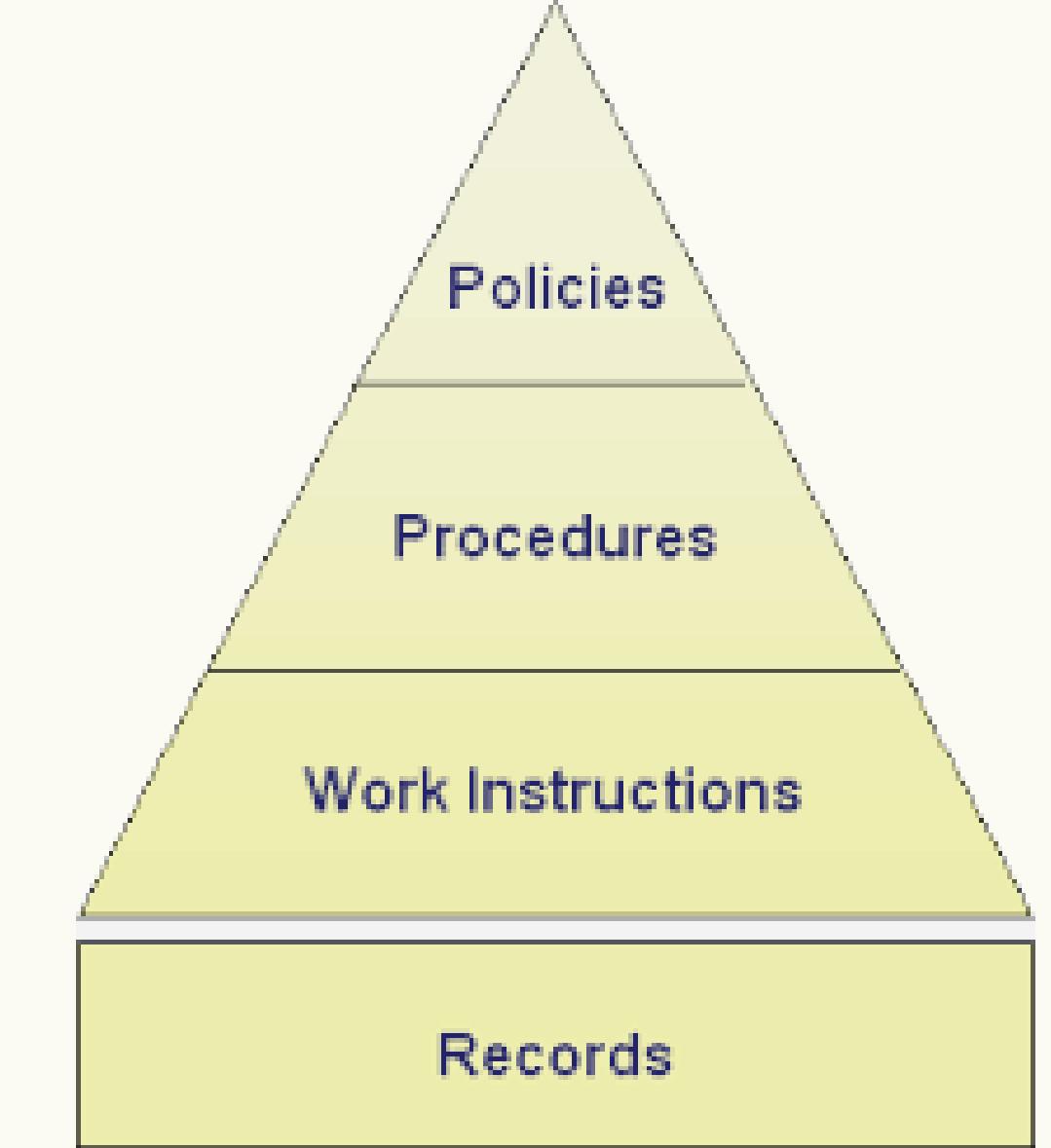
Policy Review



COMPLETE A REVIEW
AND UPDATE OF ALL
DEPARTMENT
POLICIES THROUGH
LEXIPOL/POWER-DMS



TIME FRAME: Overarching
ASSIGNED TO: Excellence in Policing
Committee
OVERSEEN BY: Deputy Chief &
Administrative Manager



BENCHMARKS

- Develop review workflow
- Complete policy manual updates in preparation for Accreditation
- Complete uniform updates
- Continuously review of Force Response policy



03
PROFESSIONAL POLICE SERVICE

INVESTIGATIONS

ANALYZE THE INVESTIGATIONS UNIT'S PROCESSES AND PROCEDURES TO IMPROVE CASE MANAGEMENT AND BETTER OUTCOMES FOR VICTIMS.

03
BENCHMARKS

- Analyze investigative procedures and current data
- Increase case control
- Enhance case management by reviewing cases every 30 days for solvability factors

TIME FRAME: Quarterly
ASSIGNED TO: Investigations Sergeant

04

COMMUNITY INTERACTION

TIME FRAME: Overarching
ASSIGNED TO: Community Service Officer
OVERSEEN BY: Support Services Sergeant & Deputy Chief



COMMUNITY EDUCATION

PROVIDE COMMUNITY EDUCATION AND AWARENESS OF CURRENT CRIME TRENDS AND PREVENTION STRATEGIES.



04

BENCHMARKS

- Enhanced CPTED assessments
- Implementation of BusinessWatch and Block Watch/Virtual Block Watch
- Increased engagement with HOAs, local businesses, Chamber of Commerce
- Participation in community events

04
COMMUNITY
INTERACTION



EXPLORER PROGRAM

TIME FRAME: Overarching
ASSIGNED TO: Support Services
Sergeant



BUILD A PROFESSIONAL AND RESILIENT POLICE EXPLORER PROGRAM THAT ENGAGES YOUTH OUTREACH EFFORTS WITHIN OUR COMMUNITY.



04
BENCHMARKS

- Increase connectivity to Youth Advisory Council
- Increase interaction and connectivity with local schools, JROTC
- Participation in community events



THANK YOU

Chief Jeffrey Beazizo

Deputy Chief Jeff Young Administrative

Assistant Jessica Dreher



Administrative Manager Julie Ubert

Commander Dean Thomas

WWW.LAKESTEVENSWA.GOV/POLICE

LSPD@LAKESTEVENSWA.GOV