

Bloomington Police Department



**Strategic Plan
2018 - 2020**

In May 2016, the President released the 21st Century Policing Initiative, which contains guides for law enforcement agencies that have made strides in advancing community policing. The Initiative outlined six pillars to guide law enforcement toward new policing practices. The table below lists each pillar and the related concepts within each pillar. This table also shows the Goal Number (G) and Strategy Number (S) within the Bloomington Police Department’s 2018—2020 Strategic Plan as they relate to each concept in the President’s Task Force Report on 21st Century Policing.

Presidents Task Force on 21st Century Policing													
	Pillar One: Building Trust	Tie to BPD Plan	Pillar Two: Policy / Oversight	Tie to BPD Plan	Pillar Three: Technology and Social Media	Tie to BPD Plan	Pillar Four: Community Policing and Crime Reduction	Tie to BPD Plan	Pillar Five: Training and Education	Tie to BPD Plan	Pillar Six: Officer Safety and Wellness	Tie to BPD Plan	
Bloomington Police Department Strategic Plan 2018 - 2020	Establish a Culture of Transparency	G1 S1, G3 S1	Collaborate with Community Members	G1 S1, G3 S1	Identify and Assess New Technology	G2 S1, G4 S1	Engage in Community Policing	G1 S1	Involve Community in the Training Process	No	Provide all Officers with Tactical First Aid Kits	BPD Internal Policy	
	Track and Analyze Community Trust	G3 S1	Have Strategy for Officer Deployment to Reduce Crime	G1 S1, G1 S2, G2 S2			Implement Social Media and Technology to Improve Effectiveness and Efficiency	G4 S1, G2 S1	Adopt Strategies for Community Engagement	G2 S2, G3 S1	Provide Leadership Training to Personnel Throughout Career	G5 S1	Provide all Officers with Ballistic Vests
	Create a Diverse Workforce	G5 S1, G3 S1	Increase Community Engagement	G1 S1, G3 S1			Affirm and Recognize the Voice of Youth in the Community	G1 S2	Include mandatory CIT (Crisis Intervention Training) in Officer Training	G5 S1	Implement Policy that Requires Officers Wear Seat Belts and Ballistic Vests	BPD Internal Policy	
			Have Clear Comprehensive Policy on Use of Force, Rifles, Etc.	G5 S1			Develop and Fund Youth Initiatives	G1 S2	Conduct Training on Implicit Bias	G5 S1	Use Internal Procedural Justice on All Policies and Interactions		Office of O.P.S., Internal Policy
			Have Policy on External Independent Investigation on Officer Involved Shootings	G5 S1					Conduct Training on Cultural Responsiveness	G5 S1, G3 S1	Collect Data on Officer Use of Force and Injuries		BPD Internal Policy
			All Policies Should be Published to the Public	G5 S1									
		Maintain a Periodic Review of Policies	G5 S1										

Goal 1



Reduce Crime and the Fear of Crime

STRATEGY 1 Develop Problem Oriented Policing project sites based on geographic regions with a greater than average number of crimes, calls for service, disorder events and higher than average risk of victimization. Individual officers and teams of officers will apply a variety of resources and techniques to reduce or eliminate criminal activity.

Action Plans:

- Crime and Intelligence Analysis Unit (CIAU) and Command Staff will analyze geographic regions of the City to identify locations with a high density of criminal incident reports and high priority repeat offenders. Multi-point crime analysis techniques will be utilized to identify, map, and resolve community problems, rather than just responding to calls for service in these areas.
- BPD responses on these projects will be driven by the Intelligence-led Policing and Problem Oriented Policing models. Problem Oriented Policing (POP) is a philosophy that empowers our officers to identify the various facets of a community problem and formulate a team based response. Solutions should also involve other City departments and/or community stakeholders.
- We will continue to communicate and share information within the Department as well as work with other City departments to conduct walk-and-talks in identified high crime neighborhoods.



Goal 1

Reduce Crime and the Fear of Crime

STRATEGY 2

We will work to reduce juvenile crimes across the city by working closely with community based delinquency projects, engage intervention-based youth programs and focus on violent habitual offenders.

Action Plans:

- Department personnel will identify “at-risk” youth and work with local youth intervention programs to provide a coordinated approach to reduce further youth offending.
- Work with external law enforcement agencies to monitor high risk youth offenders in our community.
- Continue to utilize School Resource Officers in local schools to facilitate school safety .
- Enhance youth crime investigation techniques by staying abreast of current social and legal issues involving juveniles.
- Continue participation in the Juvenile Justice Committee to identify possible systemic deficiencies and improve juvenile justice processes.

Goal 2



Improve the Quality of Life in Neighborhoods

STRATEGY 1

We will enhance traffic enforcement, driving conditions and improve overall road safety in Bloomington.

Action Plans:

- The Patrol Division and the Engineering Department will identify top accident sites in each patrol area so we can increase enforcement as needed. The Department will discuss traffic issues with City Staff, Transportation Committee and the Traffic Advisory Committee, a traffic safety work group that includes City, County, State and local groups.
- The department will continue its emphasis on Driving Under the Influence (DUI) and Driving While Intoxicated (DWI) enforcement using directed patrols in high accident locations and in the vicinity of establishments that serve alcohol.
- Make efforts to reduce incidents of distracted driving through social media awareness campaigns and specialized enforcement details.
- Partner with local social service agencies to increase awareness of the dangers to teen drivers who drive distracted.
- Expand the use of field deployed portable traffic flow analysis devices to areas of the City that receive public complaints of speeding or other moving violations.
- Assess the department's ability to move to an electronic ticketing platform in patrol vehicles.

Goal 2



Improve the Quality of Life in Neighborhoods

STRATEGY 2

The downtown area will be maintained as a safe environment through the use of patrol resources and public safety wireless camera technologies.

Action Plans:

- The Department's downtown detail will enforce alcohol-related City ordinances and educate the public and local businesses about the safe and responsible consumption and sales of alcohol.
- Use specialized downtown patrol details to deter street level disorder.
- Regularly conduct bar compliance checks in the downtown corridor.
- Work with local universities and student organizations to increase awareness about safe and legal consumption of alcohol.
- Increase the use of social media campaigns among student populations to bring about a greater awareness of the dangers of drinking and driving.
- Work with Information Services to increase the coverage area and number of Public Safety Cameras in the downtown corridor.
- Liaison with City Legal and local social services agencies to address the needs of homeless subjects in the downtown corridor.

Goal 3



Enhance Community and Police Partnerships

STRATEGY 1

We will engage community members and community groups through a variety of means to develop strategies in neighborhoods disproportionately affected by crime.

Action Plans:

- Continue to utilize the monthly citizen focus meetings led by the Chief of Police and directors from various other City departments.
- Increase citizen engagement where they work and live through specialized topic driven summits several times per year.
- Increase pro-social interactions with individual citizens and businesses during non-enforcement contacts.
- Publicize the beneficial outcomes and images of positive trust building contacts via our social media platforms and news releases.
- Evaluate the department's patrol deployment practices to allow sufficient time for patrol officers to participate in community engagement and Problem Oriented Policing.
- Increase officer's presence and participation at community events, school functions, church and business visits.
- Increase citizen and business awareness of Crime Prevention Through Environmental Design (CPTED). CPTED involves the examination of both old and new structures to determine if building design, landscaping or other structural factors contribute to crime at a location.
- Continue efforts to increase diversity within the department.

Goal 4



Maintain Advances in Law Enforcement Technology

STRATEGY 1

Review the varieties of technologies used both internally and externally to stay current with advancements to ensure we are serving the public most efficiently.

Action Plans:

- Evaluate the current departmental records system to assess system sustainability as we anticipate future reporting needs.
- Maintain an in-house technology committee tasked with evaluating changing technologies and their impacts on future budgets, policy implications and legal use.
- Evaluate, test and deploy body worn digital audio/video systems for use by patrol officers.
- Evaluate the current digital evidence storage system and assess the future needs for long term storage of all digital evidence by the department.
- Maintain training on ongoing advances in the use of social media and mobile data device technology as it pertains to criminal investigations.
- Expand the use theft deterrent technologies including the use of GPS based anti-theft devices.

Goal 5



Perform Professionally with Integrity

STRATEGY 1

Maintain a high level of public trust, demonstrate mutual respect, enhance departmental professionalism and increase departmental transparency.

Action Plans:

- After a comprehensive policy review is completed, publish all of the departmental policies on the police department's web site.
- Develop a comprehensive departmental training plan based on departmental policy.
- Expand departmental anti-bias training to include online employee refreshers and in-house training sessions.
- Seek department accreditation through the Illinois Law Enforcement Accreditation Program using the Office of Professional Standards.
- Ensure department-wide accountability by conducting monthly command reviews of operations and systems.
- Work with the HR department to revamp the current employee evaluation process.
- Ensure supervisors are consistently making decisions that are in-line with departmental policy.
- Create an internal critical incident review board that will review major incidents and update/modify impacted policies as needed.
- Continue to provide officers with de-escalation training.
- Work with members of the Public Safety Community Relations board.