

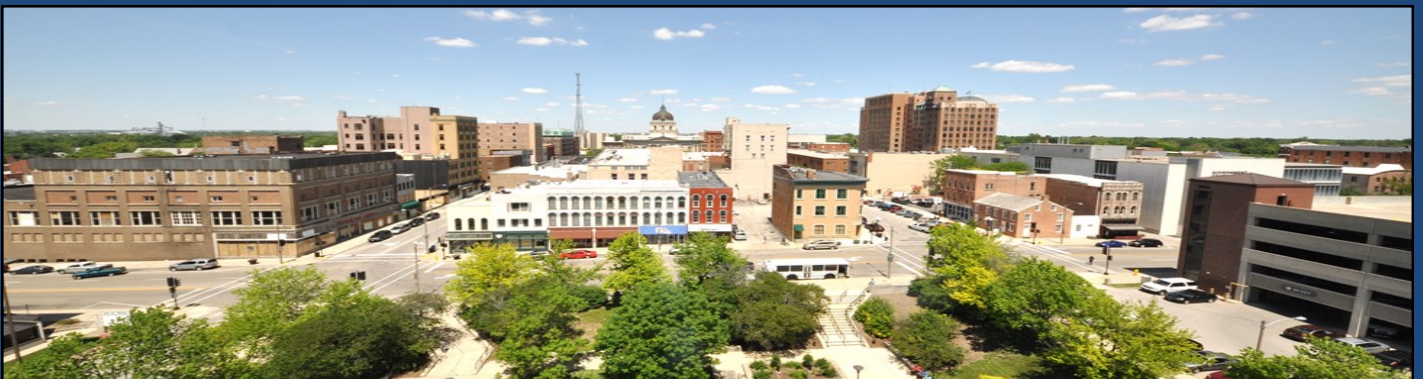
Bloomington Police Department

Strategic Plan

2022 to 2024



Jamal A. Simington, Chief of Police





POLICE DEPARTMENT

305 S. East Street

Bloomington IL 61701

Jamal A. Simington, Chief

Chad E. Wamsley, Assistant Chief

Timothy M. McCoy, Assistant Chief

January 1, 2022

It is an honor and pleasure to present the Bloomington Police Department (BPD) Strategic Plan for 2022-2024. The plan was created with input from each unit and will serve as a guide to ensure the men and women of this agency are providing comprehensive, constitutional, progressive, and 21st Century policing services to the nearly 80,000 residents of the City of Bloomington and its many businesses. This plan, which contains 4 overarching Goals: Reduce Crime and Fear of Crime, Improve the Quality of Life in Neighborhoods, Maintain Advances in Law Enforcement Technology, and Strengthen and Diversify our Workforce; as well as the 6 pillars of the 21st Century Policing Initiative, is comprehensive and strategic. Each goal is accompanied with strategies and action plans. The overall strategic plan is based on Policing principles and incorporates law enforcement reform objectives.

As we commit ourselves to continuous improvement in all areas, the BPD must be nimble and continuously evaluate current strategies, with input from internal and external stakeholders. Our work has to be grounded in effective and on-going collaboration, inclusive of diligent listening. This strategic plan is a living document which will be revised as conditions dictate in order for the BPD to best serve the community and respond to the community's and business needs. With commitment to duty and as law enforcement professionals, we must constantly adapt to the challenges before us, despite the level of difficulty. This resiliency will allow the BPD to serve effectively, efficiently, lawfully, and with high levels of accountability, professionalism, and transparency.

Diversity, equity, and inclusion have to be woven into the BPD's philosophies in every facet of this organization, externally and internally, especially in our hiring, assignment, and advancement opportunities. Our agency will continue to evolve and strive to deploy best practices while working with stakeholders to improve safety in the City we are so proud to serve. As a team, we must do our very best to build trust and hold ourselves accountable in every facet, each and every day. The community members and businesses we serve have a very high expectation of this agency and we will work hard to surpass those expectations as a standard.

Best regards,

A handwritten signature in black ink that reads "Jamal A. Simington". The signature is written in a cursive, flowing style.

Jamal A. Simington

Chief of Police

In May 2016, President Obama released the 21st Century Policing Initiative, which contains guides for law enforcement agencies that have made strides in advancing community policing. In our previous Strategic Plan (2018 - 2020) our agency met many of goals outlined in the 21st Century Policing Initiative. Under Chief Simington, the department has outlined new goals for the 2022 - 2024 Strategic Plan. The table below lists each pillar in the 21st Century Policing Initiative and the related concepts within each pillar. This table also shows the corresponding goal number (G) and strategy (S) within the new Bloomington Police Department Strategic Plan.

21st Century Policing Initiative Pillars

Pillar One: Building Trust	Tie to BPD Plan	Pillar Two: Policy / Oversight	Tie to BPD Plan	Pillar Three: Technology & Innovation	Tie to BPD Plan
Expand the Culture of Transparency	G1S1, G2S1, G4S1	Collaborate with Community Members	G1S1	Identify and Assess New Technology	G2S2, G3S1
Examine Feasibility of Mental Health Workers	G2S3	Have Strategy for Officer Deployment to Reduce Crime	G1S1, G1S2	Implement Social Media and Technology to Improve Effectiveness and Efficiency	G1S2, G2S2, G2S3
Expand our Transparency Portal	G1S1, G2S1, G4S1	Evaluate the Traffic Stop Process	G2S1	Continue Intelligence-Led Policing (Data Driven Policing)	G1S1
Create a Resident's Academy/Youth Camp	G1S2	Improve Communications Within Department	G4S1	Expand Public Safety Camera System	G2G2, G3S1
Diversify the Police Force	G4S1			Develop Smart Policing Initiatives and Technologies	G1S1, G2S2, G4S1
Execute the 30X30 Pledge	G4S1			Replace the Report Management System	G3S1

Pillar Four: Community Policing / Crime Reduction	Tie to BPD Plan	Pillar Five: Professionalism and Training	Tie to BPD Plan	Pillar Six: Strengthen Our Workforce	Tie to BPD Plan
Engage in Community Policing	G1S1, G1S2, G2S2	Facilitate Career Development	G4S1	Expand Officer Wellness Program	G4S1
Create and Implement a Community Engagement Model	G1S2, G2S3	Creation of Command Succession Plan	G4S1	Conduct Internal Stakeholders Surveys	G4S1
Remain Focused on Reducing Violent Crimes	G1S1, G2S3	Encourage and Seek Professional Certifications	G4S1	Meet Civilian and Sworn Staffing Challenges	G4S1
Renew Problem Oriented Policing Approaches	G1S1, G2S3	Conduct Training on Implicit Bias, Ethics	G4S1	Develop Comprehensive Training Plan	G4S1
Support efforts to reduce juvenile crime	G1S2	Conduct Training on Cultural Responsiveness	G4S1	Improve Employee Evaluation Process	G4S1
		Improve Recruitment / Onboarding Process	G4S1		

Senior Leadership Team

The mission of the Bloomington Police Department is to work in partnership with the community members of Bloomington to enforce the laws and to enhance the quality of life in our Community.



Bloomington Police Department



Goal 1: Reduce Crime and 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 deter, reduce or eliminate criminal activity.



Action Plans:

- The Command Staff with direct support of the Crime and Intelligence Analysis Unit (CIAU) will frequently 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 proactively identify, map, and resolve community problems, rather than typical reactive response 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 BPD 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.
- 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.
- Publicly share crash location data and crime data on the BPD transparency portal and encourage a *see something say something* philosophy.
- Educate the community about BPD's crime preventive strategies.



Goal 1: Reduce Crime and Fear of Crime

STRATEGY 2

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, deter crime, and be a mentor/resource for children.
- 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.
- Educate local youth, teachers, and parents about preventive strategies, trends, and social media concerns.
- Explore the development of a summer youth camp in partnership with other local public safety agencies.



Goal 2: Improve the Quality of Life in Neighborhoods

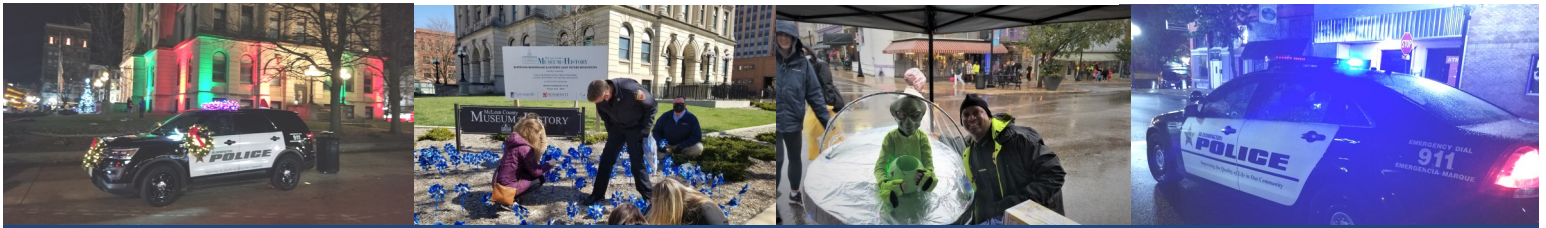
STRATEGY 1

Enhance traffic enforcement, driving conditions and improve overall road safety in Bloomington.



Action Plans:

- Affect positive change through the four Es of Road Safety (Education, Enforcement, Engineering and Emergency Services).
- Launch a public relations campaign focused on the prevention, policing and mitigation of speeding/crashes in Bloomington.
- Identify top accident sites in each patrol area so we can increase enforcement as needed.
- Share crash and traffic enforcement data publicly on the department's Transparency Portal.
- Continue emphasis on Driving Under the Influence (DUI) 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.
- Utilize field deployed portable traffic flow analysis devices to areas of the City that receive public complaints of speeding or other moving violations.
- Research, evaluate and deploy 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:

- Meet with Economic Development, businesses and associations to maintain open lines of communication concerning the downtown business district.
- Enforce alcohol-related City ordinances and educate the public and local businesses about the safe and responsible consumption and sales of alcohol.
- Continually assess the need for and use of specialized downtown patrol details to deter street level disorder.
- 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 technology advancement, the coverage area and number of Public Safety Cameras in the downtown corridor.
- Liaison with City Legal, Economic Development and local social services agencies to address the needs of the homeless population in the downtown corridor.



Goal 2: Improve the Quality of Life in Neighborhoods

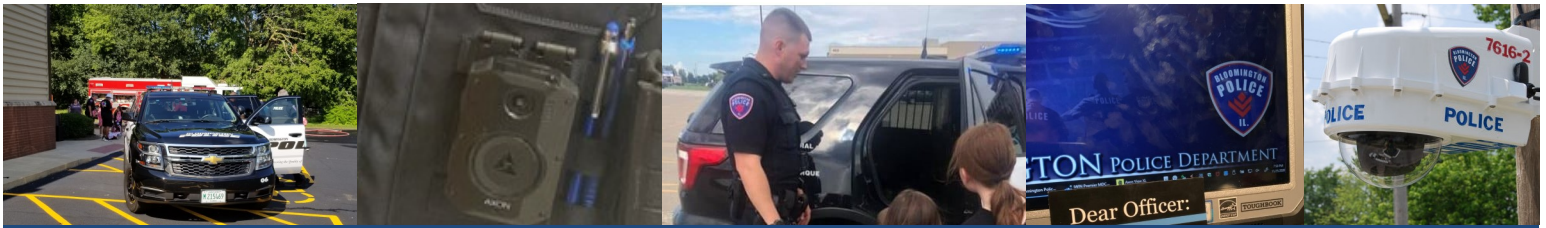
STRATEGY 3

Engage community members and community groups from neighborhoods disproportionately affected by crime by forming problem-solving partnerships.



Action Plans:

- Utilize quarterly meetings led by the Chief of Police and directors from various other City departments to address neighborhood issues.
- Increase resident engagement where they work and live through community meetings throughout each year.
- Increase community member and business interactions during non-enforcement contacts.
- Publicize the beneficial outcomes and images of positive trust building contacts via our social media platforms and news releases.
- Evaluate and measure the department's patrol deployment practices to allow sufficient time for patrol officers to participate in community engagement and Problem Oriented Policing.
- Examine the feasibility of partnering with mental health professionals to support contacts/calls with subjects experiencing mental health crisis.
- Increase officer's presence and participation at community events, school functions, churches, non-profit organizations, and business visits.
- Develop a Resident's Academy to educate the public on departmental operations, approaches and strategies.



Goal 3: Maintain Advances in Law Enforcement Technology

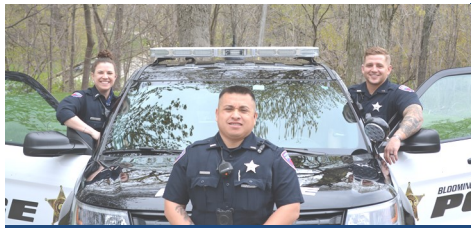
STRATEGY 1

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

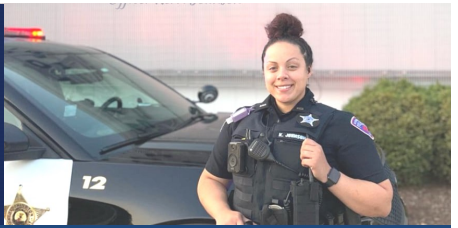


Action Plans:

- Evaluate the current multi-agency police records system to assess end of life cycle. Plan for replacement of the current system while working with other local agencies to ensure continued cross-agency information sharing.
- Maintain an in-house technology committee tasked with evaluating changing technologies and their cost/benefit impact on future budgets, policy implications and legal use.
- Deploy body worn digital audio/video systems for use by all sworn officers.
- Enhance department audio/video technology to improve evidence gathering efforts.
- Maintain training on ongoing advances crime scene processing and the forensic use of mobile data device technologies as it pertains to criminal investigations.
- Evaluate and procure LPR (License Plate Reader) technology to enhance criminal investigations.
- Expand access to mobile devices in the Patrol Division.
- Collaborate with the Department of Information Technology Services to make appropriate advances in technology in a timely fashion.
- Complete installation of remaining Public Safety Camera systems at high-traffic / high accident intersections.



30X30
Advancing **women in policing**
30% women recruits by 2030



Goal 4: Strengthen and Diversify our Workforce

STRATEGY 1

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



Action Plans:

- Evaluate and continue efforts to increase diversity within the department and ensure equity and inclusion.
- Maintain the publication of appropriate departmental policies on the department's Transparency Portal.
- Develop comprehensive departmental training and succession plans.
- Expand departmental anti-bias training to include online employee refreshers and in-house training sessions.
- Build proven recruitment strategies to attract a more diverse work force.
- Execute the 30x30 pledge to have a staff of sworn women officers at 30% by 2030.
- Maintain 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 Human Resources department to revamp the current employee evaluation process for civilians and sworn.
- Ensure supervisors are consistently making decisions that are in-line with departmental policy and provided with quality leadership training.
- Continue to provide officers with de-escalation training.
- Work with members of the Public Safety Community Relations board.



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