

# Tappahannock Police Department

## 2022 Goals and Objectives

### UNIFORM OPERATIONS DIVISION GOALS AND OBJECTIVES

- Increase traffic enforcement by implementing increased directed patrols and the use of checking details targeted at problem locations. (On-going)
- Participate in DMV Selective Enforcement Grant Projects targeting speed and DUI enforcement. (On-going)
- Increase officer visibility by more use of stationary patrol in prominent locations visible to the public at specific times. (On-going)
- Increase routine patrol of residential and business areas by assigning specific locations to be patrolled. (On-going)
- Restructure department Chain of Command to provide more effective police services. (Criminal Investigations assigned to Investigative and Support Services Division)
- Increase supervision of patrol officers by having supervisors work varied shifts. Increase supervisor participation in special operations. (Completed – supervisory shifts altered)
- Increase active patrol of multi-unit and high incident locations such as apartments, motels, trailer parks, and other areas. (On-going)
- Make recommendations regarding initiatives directed to control high crime areas and assist with crime analysis. (On-going)
- Continue with monitoring and improving all criminal investigations to assure timely follow-up and case completion. (Criminal Investigations and Case management managed by ISS Division Captain. Cases requiring extensive follow-up are re-assigned to detective)
- Promote a qualified patrol officer to fill the Detective Position vacancy. (Completed)
- Promote a qualified patrol officer to Patrol Sergeant to insure better supervisory coverage. (Planned priority 2022)
- Develop and implement community policing activities. (On-going)

- Increase patrol division by the addition of two (2) officers to insure better response and delivery of police services. Also, this would provide two officers on every shift and enhanced enforcement and coverage. (Included in CIP plans) –priority for 2022
- Purchase and implementation of patrol rifles for patrol officers to include policy and training compliance. (Three more patrol rifles have been purchased and training and certification will be completed in 2022.)
- Purchase and implementation of body worn camera program. (New body-cams purchased and implemented in 2020)
  - Department Narcotic detector canine and handler were recently certified. Department will use them to detect illegal narcotics trafficking in town and surrounding areas. (Both canine and handler have retired from department – program disbanded)
  - Join local Virginia State Police Drug Task Force to insure active undercover drug work within town limits. (Department has joined the Chesapeake Bay Drug and Gang Task Force as an active member, detective assigned)
  - New Harris radio system has been installed in all department vehicles which has increased coverage and clarity within town limits. New system also has interoperability functions to communicate with other local agencies via radio. (Completed)
  - Purchase and install new Records Management System (RMS) with Computer Aided Dispatch capabilities. Old RMS program is obsolete and will be unsupported by vendor in near future. (Completed fall or 2021)
  - Purchase and Install Mobile Data Terminals (MDT) in all department patrol vehicles. (DCJS grants approved for MDT implementation for 2022.)
  - Purchase new patrol vehicles to replace older vehicles. (One new vehicle purchased in 2021. Three patrol vehicles, low mileage, were purchased to supplement police fleet)(CIP includes one patrol vehicle for next budget cycle)

### **INVESTIGATIVE AND SUPPORT SERVICES DIVISION OBJECTIVES**

- Continue with accreditation process for re-certification in January 2020.  
(Re-accredited by VLEPSC in February 2020)
- Complete office files update for compliance with accreditation and Library of Virginia file retention standards. (On-going)
- Continue with Evidence Room re-organization to comply with accreditation standards.  
(Completed)
- Complete Evidence audit as required for compliance with DCJS standards.  
(Annual and quarterly audits completed)
- Continue with Department Policy Manual additions and revisions required for accreditation. (Completed)
- Attend VLEPSC Accreditation training conference in fall 2021.  
(2021 Annual accreditation training conference was cancelled due to COVID-19.)
- Continue with uniform and equipment upgrades to include purchase of standard footwear, work jackets, radar units and recommend other purchases when necessary.  
(On-going)
- Continue to monitor training and recertification of police officers. (On-going – all officers were recertified)
- Continue to search for training courses which are relevant and useful and make recommendations. (In-Service training was completed in November 2021)
- Continue to make recommendations for upgrades and/or suggestions for improvement to office equipment, and computer I.T. systems. (On-going)
- Continue development and implementation of all Crime Prevention activities. (On-going)
- Continue and improve media relations to include constant updates to department social media outlets as well as department webpage. (On-going)

- Replace Incident Based Reporting software. (Completed fall 2021)
- Create Detective/Sergeant position to assist with overall supervision of department personnel. (Completed January 2022)

### **EMPLOYEE GOALS AND OBJECTIVES**

- Maintain constant communication with employees regarding general information and benefits. (On-going)
- Continue to provide suitable working conditions and equipment. (On-going)
- Continue with Performance Evaluation Program to recognize employee work performance and career development. (On-going – no change)
- Develop acceptable employee promotional system which is fair, equitable, and based on needs of the department. (Completed – Policy and Procedures # 118)
- Continue to commend employees for instances of exceptional performance. (On-going – Extraordinary Contributor Forms issued to employees when warranted)
- Establish a Career Development Program for all patrol officers by July 2018. (Policy has been developed to allow patrol police officers to progress within their ranks to Senior Officer and Master Officer after achieving certain criteria. This program has not been implemented due to budget restrictions. No change)
- Develop some type of incentive to be awarded to employees who exceed their job expectations and job performance annually. (The specific type of incentive to be awarded has not been determined but should include awarding of, recognition leave, or bonus or salary increase. The police department has been doing yearly performance evaluations on its employees since 2012. Nothing has been done as of yet although town has begun yearly performance evaluations on all employees)
- Future plans are to conduct a salary comparison study throughout all officer ranks to insure equity with other local law enforcement agencies to assist in officer retention and attracting new officers. The department should be “in-line” with salaries paid to officers in the local area. (Professional salary survey is slated to be included in next fiscal budget. In-house salary adjustment and town salary adjustment slated for January 2022)