

STRATEGIC PLAN

FY2023-2026



INTRODUCTION

The Columbus Police Department FY2023-FY2026 Strategic Plan was developed in 2023 to guide decision-making for the following three years. The plan identifies departmental and community priorities, established S.M.A.R.T. goals (specific, manageable, achievable, realistic, and time-bound), action items to achieve the goals, and assigned persons in the organization responsible for implementation. The goals and action items were created based on the 10 Strategic Directions that form the foundation of the plan.

MISSION STATEMENT

The mission of the Columbus Police Department is to prevent crime, enforce the law, and strengthen the community we serve through effective communication, transparency, responsive law enforcement, and commitment to our Core Values.

VISION STATEMENT

The Columbus Police Department is dedicated to becoming a beacon of professionalism through training and partnership with our citizens, thus establishing safer communities and reducing overall crime.

CORE VALUES

P – Professionalism

R – Respect

I – Integrity

D – Duty

E – Empathy

STRATEGIC DIRECTIONS

Personnel

Operations

Training

Community
Engagement

As Informed By:

- Jensen Hughes
- Command Staff
- CPD's Retention Committee



PERSONNEL (MAIN EFFORT)

RETENTION

Supplement Pay for Sworn Officers to Increase from \$5,121 to \$10,121 (April 2023)

Add \$5,121 Supplement Pay for Civilian 911 Personnel (July 2023)

Add Civilian 911 to Public Safety Pension Plan (July 2023)

Reorganization of Retention Committee (February 2023)

Revise Retirement for Sworn Officers. 20 Years of Service – 60%, 25 Years of Service – 70%, 30 Years of Service – 80% (July 2023)

\$150 Supplement Pay for Sworn AL Residents (July 2023)

100% Tuition Reimbursement (July 2023)

Child Care Benefits at No Cost to the Employee (July 2023)

Lateral Police Officer with Active GA P.O.S.T. Certification Sign-on Bonus of \$8,000 (April 2023)



PERSONNEL (CONT'D)

RECRUITMENT

Increase Job Fair Attendance to at Least 40 a year **(January 2023)**

Visit High Schools to Discuss Cadet Programs/911 Careers **(January 2022)**

Purchase "Interview Now" Software **(July 2023)**

Current Sworn Personnel = 299
Current Civilian Personnel = 97

Current Sworn Vacancies = 145
Current Civilian Vacancies = 41

Add 59 Additional Civilian Personnel to total
197 **(July 2023)**

Add 84 Additional Sworn Personnel to Total
572 **(July 2023)**



OPERATIONS

BUREAU OF INVESTIGATIONS

Reorganize the Bureau of Investigations (BIS) **(February 2023 – March 2023)**

Address Transferring of Gang Analysts to BIS **(February 2023 – February 2026)**

Add Civilians to Crime Scene Unit, Digital Forensic Unit, Real Time Crime Center **(July 2023)**



OPERATIONS (CONT'D)

TECHNOLOGY & USE OF DATA

Update Computer Aid Dispatch (CAD) and Mobile Data Terminal (MDT) to Allow Sharing of Images to Officers in the Field **(January 2021 – March 2024)**

Procure Operators License Scanner Technology for Patrol Services **(January 2021 – March 2024)**

Develop Radio Network Interoperability with State and Local Law Enforcement Agencies **(February 2022 – March 2023)**



TRAINING

LEADERSHIP DEVELOPMENT

Continue Supervisory and Management Training at State and Federal Level **(January 2021 – Ongoing)**

Develop Internal Training for Current and New Supervisors **(July 2023 – Ongoing)**



TRAINING (CONT'D)

CAREER DEVELOPMENT

Review Training
Division Instructor Require
ments **(January 2020 –
Ongoing)**

Develop
Junior Leadership Training
(February 2023 – July 2023)



COMMUNITY ENGAGEMENT

COMMUNITY POLICING

Develop a Written, Comprehensive Community Policing Plan **(June 2023)**

Ensure Personnel From All Divisions Attend at Least One Community Meeting Per Quarter **(June 2023)**

Continue Strengthening and Establishing Relationships with Entities External to CPD **(Ongoing)**

7. Utilize CPD's Social Platforms to Provide the Community Information When Significant and High-Profile Public Safety Issues Arise **(Ongoing)**



MISSION & VISION

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VISION

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COLUMBUS POLICE DEPARTMENT



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