

2017 – 2019



Strategic Plan



**Centennial Lakes
Police
Department**



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Department Profile

Authorized Sworn Officers	16
Civilian Support Staff	4
Community Service Officers	2
Cities Served and Population:	
Centerville	3,906
Circle Pines	4,961
Lexington	2,049
2017 Budget	\$2,627,421

Executive Summary

As Chief of Police, I am proud to present the Centennial Lakes Police Department 2017-2019 Strategic Plan. Our plan is intended to serve as a road map for guiding our organization for the next two to three years. Specifically, this plan will ensure that we are focused on the issues that are critical to fighting crime, keeping our citizens and officers safe, promoting community support, providing a positive and professional work environment for our employees, and taking full advantage of innovation and technology.

A strategic planning process demonstrates our Department's commitment to quality improvement by reviewing our current procedures, resources, and practices, as well as projecting future issues which might challenge the Department and our three cities.

In the summer of 2016, I had the privilege of attending a White House Briefing on 21st Century Policing. The briefing was essentially a report on the culmination of the work done by a Presidential Task Force that was empaneled to identify best practices and future challenges in policing. The Task Force was comprised of law enforcement officers and executives, researchers, academics, and civic leaders from around the Country.

The principal strategic goals that will set the direction for our Department over the next several years are based on the six topic areas or "pillars" of professional policing included in the President's Task Force on 21st Century Policing. Those pillars include:

- Pillar One: Building Trust and Legitimacy
- Pillar Two: Policy and Oversight
- Pillar Three: Technology and Social Media
- Pillar Four: Community Policing and Crime Reduction
- Pillar Five: Training and Education
- Pillar Six: Officer Wellness and Safety

Our Strategic Plan serves as a framework for the development of annual operating goals and objectives. Although our goals represent direct and definitive objectives for us to accomplish, other issues will be reviewed and projects developed as opportunities arise or as conditions change.

On behalf of the men and women of the Centennial Lakes Police Department, I would like to thank our Governing Board, City Administrators, and citizens for their continued partnership and support. It is with this support that we will endeavor to implement our strategic goals and to proactively address the current and future policing needs of the Cities of Circle Pines, Lexington, and Centerville.

James R. Coan
Chief of Police

Motto

“Serving with Courage and Compassion”

Mission

The mission of the Centennial Lakes Police Department is to serve the Cities of Circle Pines, Centerville, and Lexington in a collaborative effort to enhance the quality of life of our citizens through crime prevention, problem solving, equitable enforcement of laws, promotion of safety, and community-oriented policing.

We are committed to organizational excellence and we are committed to carrying out our Mission with courage, compassion, pride, integrity and professionalism. Our motto of “Serving with Courage and Compassion” reflects the mission of our agency.

Department History

In 1975 a joint powers agreement was adopted by the Cities of Circle Pines and Lexington creating a combined police department. The police department was governed by a commission, rather than directly by the two city councils. Ronald Nicholas became the first Chief of the Circle Pines-Lexington Police Department.

In 1991, the Circle Pines-Lexington Police Department began providing contracted police protection to the City of Centerville. In December of 1999, a Joint Powers Agreement was completed, and on January 1, 2000 a Tri-City “Centennial Lakes Police Department” was formed to provide law enforcement and safety service to the Cities of Centerville, Lexington, and Circle Pines.

In 2006, a new police station was built on the corner of North Road and Lake Drive in Circle Pines. Today, the Centennial Lakes Police Department is comprised of 16 sworn officers and 6 civilians who are fully dedicated to providing quality safety service to our three cities. Exceptional personnel, a low crime rate, public confidence in our ability and integrity, policies and practices in accord with national standards, innovative problem-solving and outreach programs are just a few of our noteworthy accomplishments.

We take great pride in our entire community, our department, and in our commitment to protect and serve the citizens of the Cities of Lexington, Circle Pines, and Centerville.

Key Operational Functions

PATROL – Maintains order and public safety through enforcement of laws, timely response to calls for service, preliminary investigation of criminal offenses, apprehension of offenders, emergency medical response, problem solving, maintenance of traffic safety, enforcement of traffic and parking laws, liaison with local elementary schools and alternative learning center, furtherance of crime prevention and community policing efforts through interaction with citizens, uniformed deterrent presence, etc.

INVESTIGATIONS – Investigates crimes against persons and crimes against property, identifies crime trends, conducts background investigations, manages liquor licenses, conducts follow-up investigations forwarded by patrol officers, liaison to Alternative High School, etc.

CLERICAL SUPPORT AND RECORDS MANAGEMENT – Enters and maintains reports and records, handles telephone and walk-in inquiries, manages facilities, disseminates information according to Department Policy and Open Records/Data Practices Act, etc.

COMMUNITY SERVICE – Part-time, paraprofessional, civilian staff members who handle matters that do not require the response of a sworn or commissioned officer, addresses code violations, assists with traffic control, addresses animal complaints, ferries police fleet vehicles in need of maintenance, etc. Our Community Service Officers allow the commissioned police officers to concentrate on more serious or complicated investigations and responses.

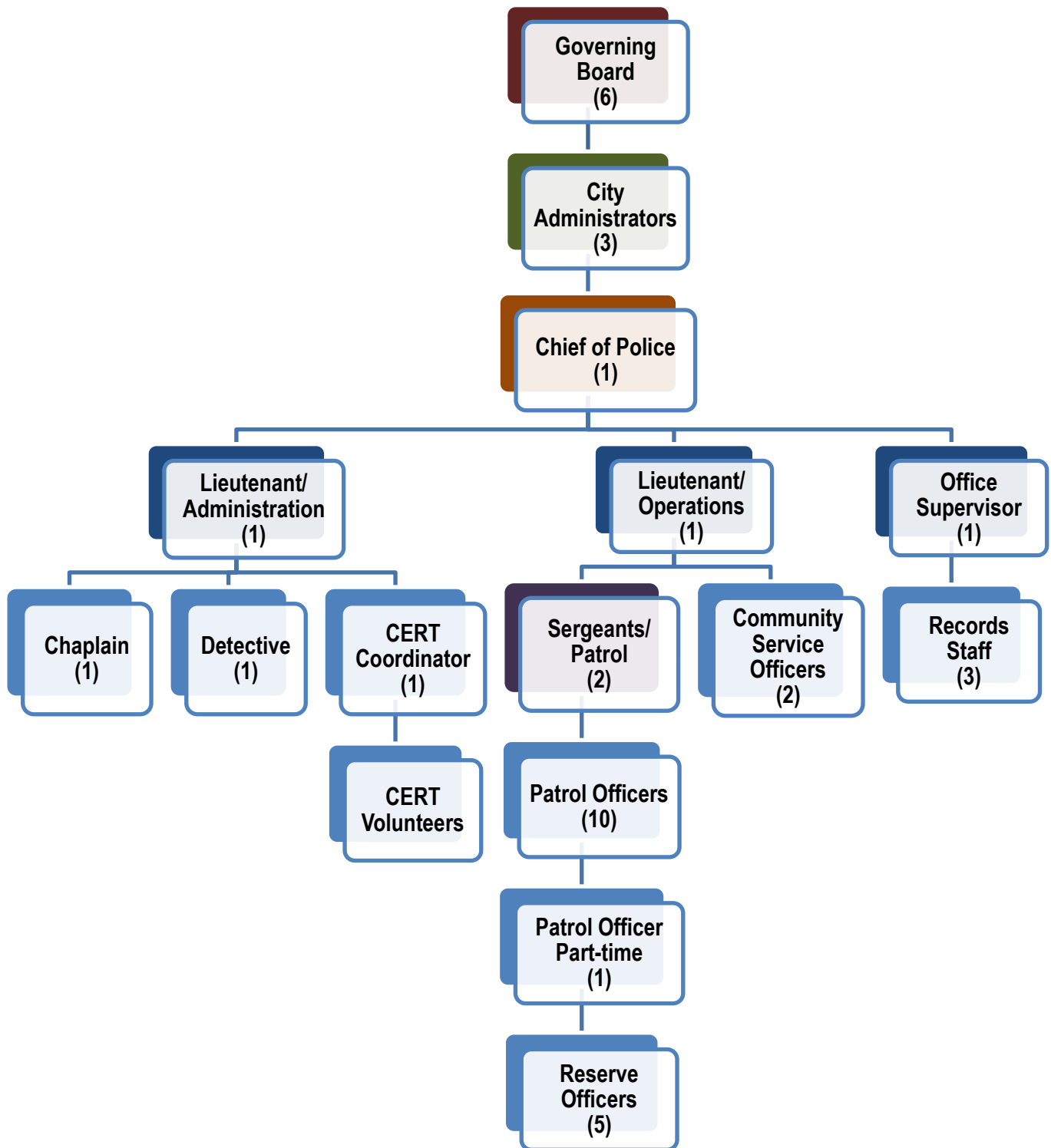
ADMINISTRATION – Organizes and directs police operations and activities, ensures effective law enforcement and problem solving, manages budget and finance, ensures training and development, provides for emergency preparedness and operations; manages human resources and personnel issues, develops organizational goals and objectives, develops policies and procedures, conducts internal affairs investigations, develops planning and needs assessments, promotes media and public relations, interacts with elected officials.

"Be bigger than the moment and rise strong in the shadows of circumstance. What you do in the moment will shape your forever." - Michael Nila



SERVING WITH COURAGE AND COMPASSION

Organizational Chart



STRATEGIC FRAMEWORK/PRINCIPAL GOALS

Our principal or primary strategic goals serve as the framework by which to guide the activities and direction of the Department and provide a foundation for decision-making so that we can continue to deliver quality safety service to our three cities for years to come. Our strategic goals parallel the six pillars of professional policing that are intended to guide law enforcement agencies throughout the United States.

Strategic Goal #1: Build Trust and Legitimacy = We are committed to building trust and nurturing legitimacy as a law enforcement agency. This means embracing a “guardian” mindset and establishing a culture of transparency and accountability. We will strive to build a workforce that encompasses a broad range of diversity including race, gender, life experience, education, and cultural background in order to improve understanding and effectiveness in dealing with all of our citizens.

Strategic Goal #2: Ensure Proper Policies and Oversight = We recognize that in order to carry out our responsibilities in an effective and efficient manner that our policies should be clear and comprehensive. Our policies and practices should be in accord with national standards, reflect best practices in policing, and be in keeping with current State Statutes and Federal Mandates.

Strategic Goal #3: Enhance Technology and Social Media = We are committed to using technology to improve effectiveness, create efficiencies, and properly manage the diverse range of information technology systems and infrastructure available to law enforcement. We will seek to improve interoperability and cooperation with fellow law enforcement organizations and use social media as a means to enhance communications and relations with our citizens.

Strategic Goal #4: Promote Community Policing and Partnerships = We will use the principles of community policing as a guiding philosophy. We shall also adhere to the “Broken Windows” theory of crime reduction by addressing small issues before they escalate into more serious problems. We shall seek to reduce crime through a combination of prevention, education, and enforcement.

Strategic Goal #5: Provide Quality Training and Education = We shall strive to provide all of our personnel with quality training and educational opportunities. This includes field training, mentorship, in-service training, as well as taking advantage of local, county, state, and national training opportunities. We will also endeavor to provide quality training to present and future leaders of the Department.

Strategic Goal #6: Promote Officer Wellness and Safety = The wellness and safety of our officers is critical not only for the officers, their peers, our agency, but also to public safety in general. The right officers, the right training, right equipment, right policies, and the right leadership leads to the right things happening.

THREE YEAR GOALS/OBJECTIVES

1. Build Trust and Legitimacy

- Implement a body camera program
- Expand the Citizen's Public Safety Academy
- Conduct regular citizen opinion surveys

2. Ensure Policy and Oversight

- Develop an annual personnel review that is consistent with current operations and expectations
- Develop a formal review process for how incidents are handled
- Continue our commitment to the Lexipol Knowledge Management System for policy development and training

3. Enhance Technology and Social Media

- Revamp and update our Department website
- Expand our social media "footprint"
- Develop a more diverse less-lethal weapons capability

4. Promote Community Policing and Partnerships

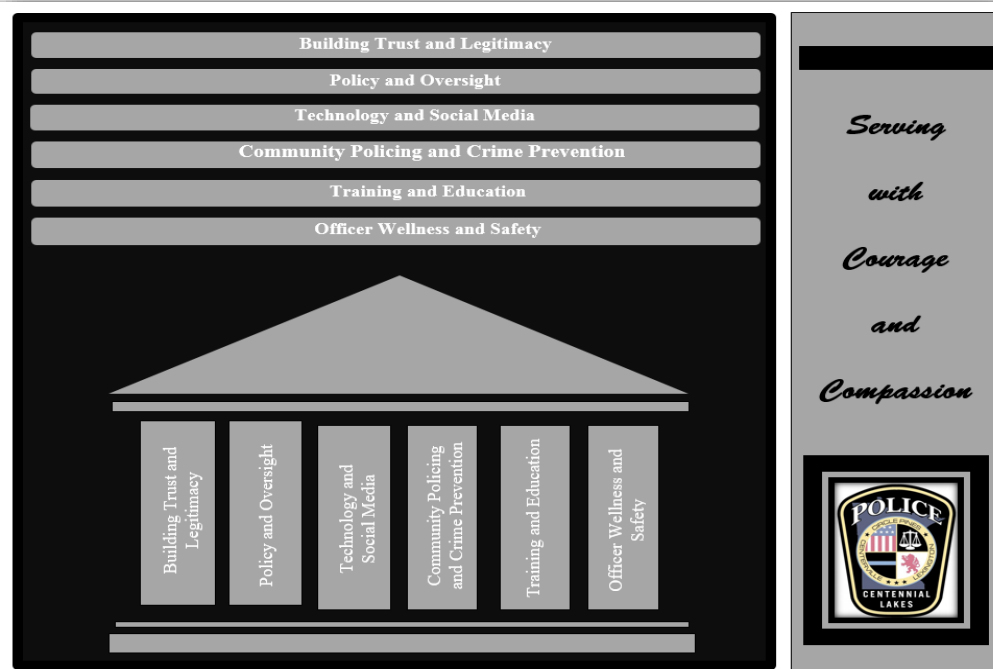
- Organizational emphasis upon problem solving, crime prevention, community outreach, and proactive policing measures
- "Embed" officers and/or extend outreach to various focused communities, e.g. senior housing, schools, low income housing complexes, etc.
- Develop collaborative initiatives/programs with our local public safety partners, e.g. public safety citizen's academy, chaplain program safety camp, etc.
- Adjust shift starting times to more effectively match policing objectives
- Explore developing a school resource program

5. Provide Quality Training and Education

- Find ways of promoting our motto of “Serving with Courage and Compassion” (both within the organization and in the community)
- Ensure that all officers are trained and versed in “Crisis Intervention” measures and techniques
- Ensure adequate number and quality of Department trainers/instructors, e.g. FTO’s, Use of Force, Firearms Instructors, etc.
- Find ways to ensure retention of officers

6. Promote Officer Wellness and Safety

- Ensure that all officers receive a “core curriculum” of training, certifications, values, and philosophies
- Develop a family workshop and support network for newly hired officers
- Provide in-service training and/or seminars on personal health and emotional well-being issues
- Emphasize safe driving and health/wellness as Department priorities



A blurred background of the United States flag, showing the stars and stripes in shades of blue, red, and white. The text is overlaid on this background.

**Serving
with
Courage
and
Compassion**