

# TARPON SPRINGS POLICE DEPARTMENT



Five Year Strategic Plan review year two 2017

# Current Strengths of Department

- Available Technology
- Employees
- Equipment
- Training
- Supportive Administration
- Agency reputation
- Partnerships
- Community programs
- Crime Prevention
- Fleet Condition

# Current Strengths of Department

Added this year

- **Recruitment**
- **Retention of Personnel**
- **Crime Analysis**



# Current Weaknesses of Department

- Staffing shortage
- Workload increases
- ~~Retention of personnel~~
- ~~Crime Analysis function~~
- Losing veteran officers through attrition

# Opportunities for Department

- Commercial growth
- Technology
- Social media
- Intelligence Led Policing
- Annexation
- Networking with LE Academy instructors
- Connection with community groups

# Known and Anticipated Threats

- Technology (criminals use)
- Anti-Law Enforcement sentiment
- Police Academy standards
- Media
- Extremists
- Political climate
- **Homestead Tax decrease**

# **Department Goals for FY 2016-2021**

*The Tarpon Springs Police Department  
has adopted the following goals  
for this five year period*

## **Goal #1**

**Maintain and Enhance Community  
Service & Partnerships**

## **Goal #2**

**Infrastructure**

## **Goal #3**

**Staffing and Staff Development**



# *Tarpon Springs Police Department*

**Goal #1: Maintain and enhance community service and partnerships**

**Objectives:** The Tarpon Springs Police Department will seek to maintain and streamline our approach to enhance community service and outreach.



# Second year accomplishments

- We have continued to re-evaluate our vehicle take home policy while monitoring our allocation of police take home vehicles on an annual basis.
- Due to a retirement, we have changed our Homeless Outreach officer.

# Second year accomplishments

- We have added a PEACE (Proactive Enforcement And Community Engagement) Team.
- Continue our expansion of our current community initiatives.
  - Foot Patrols
  - Business checks/Night eyes
  - Bike patrols
  - Cops N Kids Youth Center
  - Community Officers in Public Schools

# Third year goals

- Continue vehicle take home policy while continually monitoring allocation of police vehicles on an annual basis.

# Third year goals

Continue and expand upon our current community policing initiatives

- Foot Patrols
- Business checks/Night eyes
- Bike patrols
- Cops N Kids Youth Center
- Community Officers in Public Schools (COPS)-Officers providing crime prevention and safety tips to K-2

# Third year goals

- Crime Prevention Liaison
- Neighborhood watch
- Public Housing Liaison
- Homeless Outreach
- Faith based organizations

# Third year goals

- Continue to embed the six pillars as recommended by the President's Task Force on 21st Century Policing into our policing philosophy.
- Begin citizen engagement meetings

# Goal# 2: Infrastructure

- **Objectives:** The Tarpon Springs Police Department will conduct a continuous review of technology needs, maintain and update a list of priorities and seek to expand digital storage capability.



# Second year accomplishments

- We have reorganized our Information Technology department with the City's, to continue our initiatives. With this new reorganization, we have reviewed, developed and prioritized future needs, both short term and long term.

# Second year accomplishments

- We have created a storage committee that has begun to transfer an unused report writing room into a storage area for use of patrol shields and other items needed for daily patrol use.
- The committee is also in the process of locating extra storage for hurricane supplies that will be purchased during this year.

# Third year goals

- Continue with our Information Technology (IT) department
  - Reviewing Technology needs
  - Prioritizing needs
  - Developing and updating priorities
- Continue to use a Storage Committee
  - Decide what is needed externally of our building
  - Base decisions on funding available

# Third year goals

- Develop a plan to implement a program, where all video and audio servers used for evidence will actually be stored in our property evidence room.
- Research the feasibility of having two way computer communications from the detective division into our interview rooms.

# Goal #3: Staffing/Staff Development

- **Objectives:** The Tarpon Springs Police Department will conduct efficiency, staffing, service, and organizational structure analysis, and seek to increase and enhance employee training, development and wellness.

# Second year accomplishments

- We have added one new sworn position and continue our evaluation on department staffing levels based on future expansion of our population, community initiatives and programs.

# Second year accomplishments

- We have evaluated the command structure of the police department and are attempting to reclassify one position to a patrol corporal position.
- Recruitment personnel have begun activities at St. Petersburg College, Pasco Hernando State College and St. Leo University.



# Second year accomplishments

- We have continued to send officers to crisis intervention team training for mental health support of their peers and others.

# Second year accomplishments

- During the year we have applied for 1 grants, and were not awarded it.
- We have identified three members to assist with grants in the future.
- We have hired and began to train a Crime Analysis

# Second year accomplishments

- We have partnered with the Suncoast Police Benevolent Association to have mandatory Livescan physical assessments of all sworn employees.
- We have placed officers on a voluntary five year rotation for a 64 slice heart scan and have also started requiring this for all newly hired officers.

# Second year accomplishments

- We have selected an officer to attend the next Law Enforcement fitness instructor course to assist in our continuing voluntary fitness program efforts.

# Third year goals

- Continue to review structure of the department on an annual basis
- Continue annual Life Scan physical assessments
- Continue to research and implemented a Physical fitness program on a volunteer basis

# Third year goals

- Continue to conduct annual evaluations of department staffing levels of patrol and our schools, while maintaining compliance with Marjory Stoneman Douglas High School Public Safety Act-SB7026, which became law on 3/9/2018.
- This requires us to staff each of our three elementary schools with sworn officers.

# Third year goals

- Continue to research grant opportunities
- Maintain our current recruitment duties
  - Review funding to sponsor candidates through Law Enforcement Academy
- Continue to train more officers in Critical Intervention Crisis team .



# Third year goals

- Partner with the Pinellas County Sheriff's Office legal staff for compliance with Marjory Stoneman Douglas High School Public Safety Act- SB7026, which became law on 3/9/2018, for the requirements of Baker Act and Risk Protection Orders (RPO), that deals with firearm and ammunition seizures under this act.

# Third year goals

Begin to implement and train all sworn officers with the use of Narcan nasal spray.

This will assist officers and victims exposed to and needing, emergency treatment of opioid based narcotics.

With this medication and first aid training to these types of narcotics can be treated immediately where seconds can cause brain damage and possible death, if left untreated.

# *Tarpon Springs Police Department*

*Five Year Strategic Plan 2016-2021*

*2018 Second Year Review*