



MISSION

VISION

As leaders in public safety, KDPS strives to be a dedicated and diverse team of professionals who are committed to partnering with the community to ensure the City of Kalamazoo will be a safe and desirable place to live, work and visit.

VALUES

INTEGRITY • DEDICATION • EXCELLENCE • ACCOUNTABLE • COMPASSIONATE

FY 19 – FY 21 STRATEGIC PLAN

	HIGH PERF. ORGANIZATION Owner: A/C VanderWiere	COMMUNITY OUTREACH Owner: A/C Coakley	CRIME PREVENTION Owner: A/C Boysen	RESPONSE Owner: Capt. Huber	FIRE PREVENTION Owner: Fire Lt. Skibbe	SUPPORT SERVICES Owner: A/C Tibbets	TRAINING Owner: X/O Diaz
DESIRED OUTCOMES	To become leaders within the Public Safety industry through the identification and implementation of best practices.	Reduce crime and build community trust through fostering relationships, education, and community partnerships.	Create safer neighborhoods by utilizing community partnerships while treating everyone with dignity and respect.	To have the ability to efficiently and effectively respond to all calls for service within the City of Kalamazoo through the utilization of data and intelligence.	Establish fire prevention and education for all members of the community through Community – Risk – Reduction (CRR), code enforcement, and education for all ages.	To efficiently provide resources to support growth and improvement across all Divisions within the department	Identify and provide relevant training and education to ensure that all employees within the organization will be successful in their roles and prepared for career development.
FY 2019 Strategy	Identify the best practices for Public Safety and secure funding.	Engage/partner in community outreach programs for targeted populations in Kalamazoo.	Evaluate & implement new approaches to address violent and property crimes.	Conduct comprehensive review of how KDPS responds to all calls for service.	Build foundation towards the development of comprehensive CRR program.	Provide comprehensive asset management in a fiscally-responsible manner.	To develop a training plan to address future training needs.
FY 2020 Strategy	Communication and identification of best practices.	Engage/partner in community outreach programs for targeted populations in Kalamazoo.	Evaluate & implement new strategies to communicate with internal/external stakeholders.	Implement changes identified to improve call response.	Develop/Implement CRR program.	Provide comprehensive asset management in a fiscally-responsible manner.	Implement developed training plan
FY 2021 Strategy	Evaluate progress and identify future needs.	Engage/partner in community outreach programs for targeted populations in Kalamazoo.	Reduce drug-related crimes.	Analyze and re-evaluate plan to determine where additional improvement is needed.	Implement/Evaluate CRR program.	Provide comprehensive asset management in a fiscally-responsible manner.	Evaluate the effectiveness of training plan and change accordingly.