**MISSION**

In partnership with the community, the Kalamazoo Department of Public Safety is dedicated to enhancing the quality of life for all by providing professional police, fire and EMS service to the residents and visitors of Kalamazoo.

**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

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**FY 19 – FY 21 STRATEGIC PLAN**

<table>
<thead>
<tr>
<th>HIGH PERF. ORGANIZATION</th>
<th>COMMUNITY OUTREACH</th>
<th>CRIME PREVENTION</th>
<th>RESPONSE</th>
<th>FIRE PREVENTION</th>
<th>SUPPORT SERVICES</th>
<th>TRAINING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Owner:</strong> A/C VanderWiere</td>
<td><strong>Owner:</strong> A/C Coakley</td>
<td><strong>Owner:</strong> A/C Boysen</td>
<td><strong>Owner:</strong> Capt. Huber</td>
<td><strong>Owner:</strong> Fire Lt. Skibbe</td>
<td><strong>Owner:</strong> A/C Tibbets</td>
<td><strong>Owner:</strong> X/O Diaz</td>
</tr>
</tbody>
</table>

**DESIRED OUTCOMES**

To become leaders within the Public Safety industry through the identification and implementation of best practices.

**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 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.

**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 address violent and property crimes.

Implement changes identified to improve call response.

Develop/Implement CRR program.

Provide comprehensive asset management in a fiscally-responsible manner.

**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.

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.

To develop a training plan to address future training needs.

Implement developed training plan.

Evaluate the effectiveness of training plan and change accordingly.

Revised: 1/15/19